



Our Gender Pay Report

April 2018

We're Hampshire's largest provider of affordable homes with around 850 staff. Providing quality affordable homes is only part of what we do. As a people business, we work hard to create a high profile, fun, friendly working environment. Recruiting high level expertise and investing in our staff's development, whilst looking after their wellbeing.

It's a legal requirement that we publish figures about our gender pay gap, once a year. The gender pay gap is the difference between the average earnings of men and women. So, here's a snapshot of figures from 5 April 2018. VIVID was formed on 24 April 2017, with the amalgamation of 2 organisations; Sentinel Housing and First Wessex. Last years' figures were based only on First Wessex. This year will be the first year that we've reported on VIVID.

VIVID

We value diversity and recognise that having a diverse workforce across the whole organisation, will help us to deliver our business objectives. We want to ensure that all our staff, doing the same job, are paid broadly the same salary. And that all levels of the business have an equal representation of gender. We have a rigorous set of benchmarked salaries for each role, to make sure pay between genders is similar. We've seen a drop in the pay gap over the year from **15.1%** to **10.9%**. We had around **15%** of our staff (repairs operatives) paid on a Schedule of Rates (SOR) basis. This is where they're paid a fixed sum for each job they do. Last year we committed to removing these. This happened in February 18, on a phased basis, ending in November 18. This has moved our pay gap to be in favour of females. Our percentage of females in the organisation has increased to **44.7%** from **40.1%** last year.

Looking at our upper quartile **70.2%** are male with a pay gap of **7.24%** in favour of males. Our repairs operatives, including those transitioning from SOR to salary, are predominately male at **93.3%**.

What we've already done

We continue to be committed to rewarding and paying our staff fairly, regardless of their gender. And to give everyone the opportunity to develop into more senior roles.

- Remove SORs by the end of 2018. These have now been removed with the transition completed in November 2018.
- We continue to develop women and promote into more senior roles to get to our goal of 40% by 2020. We're currently at 29.8%.
- We're working with local schools to attract females into the more traditionally male roles.
- Supporting women returning to work through flexible working opportunities at all levels. We offer a flexible approach to our roles including home working, compressed hours as well as reduced hours.
- For all management interviews there will be at least 1 male and 1 female on the interview panel to avoid unconscious bias. All panel members are trained before they can sit on a recruitment panel.
- Created a Diversity and Inclusion work group to ensure we treat everyone fairly and consistently
- Continually monitor our approach to pay and review the job evaluation and salary framework.

We will continue to review the above to achieve further progress in reducing our pay gap. These actions continue to help us increase our positive culture and promote equal opportunities. This will keep and attract quality employees, irrespective of their gender.



Duncan Short, Director of Resources

Pay gap

10.9%

mean

8.3%

median

Without SOR

1.5%

mean

-6.5%

median

