

Thames Valley Housing Gender Pay Gap Report (March 2018)

As a social housing organisation we are committed to equality and diversity being at the core of what we do, and this includes an action plan to eliminate our gender pay gap.

“Having a gender pay gap does not chime with Thames Valley Housing’s values as an organisation, and it’s a priority for us to eradicate it. The gap at TVH is caused by a disproportionate number of men being in senior roles, and therefore earning higher pay on average. I’ve been personally conducting focus groups with staff at TVH to look at the barriers female employees face in terms of progression, as part of a larger HR exercise to review our policies, practices and working environment. We will publish a full action plan to address the gap – in the short and long term – by the end of April 2018.” **Grainia Long, Chair of Thames Valley Housing**

This statement not only looks at what our current gender pay gap is, but the details of how we’re addressing it. The findings in this statement are based on earnings paid in the month including 5 April 2017. The bonus pay gap data is based on bonuses paid in the 12 months preceding this date.

The differences in male and female average earnings for TVH are:

The mean gender pay gap – female earnings are lower than male earnings by:	19.3%
The median gender pay gap – female earnings are lower than male earnings by:	13.7%
The mean gender bonus gap - female bonuses are lower than male bonuses by:	23.5%
The median gender bonus gap - female bonuses are lower than male bonuses by:	5.6%
The proportion of males receiving a bonus:	90.7%
The proportion of females receiving a bonus:	89.3%

Pay quartiles by gender

Band	Male	Female
Lower Quartile	32%	68%
Lower Middle Quartile	29%	71%
Upper Middle Quartile	42%	58%
Upper Quartile	60%	40%

TVH is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. TVH has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). This means we will:

- carry out pay and benefits audits at regular intervals;
- evaluate job roles and pay grades as necessary to ensure a fair structure; and
- Ensure staff in the same roles are paid the same, regardless of gender.

TVH is confident our gender pay gap is not the result of paying men and women differently for the same or equivalent work. It is, however, the result of the different roles and levels at which men and women work at TVH, and the salaries these roles attract.

Commentary

In our analysis of reasons for the gender pay gap, we identified that the senior management positions which have significantly higher salaries are majority male, with all other levels being majority female. This has an effect on the final outcome of any gender pay gap analysis, and forms a central part of our action plan.

We plan to extend our gender monitoring to all aspects of work such as recruitment and selection, promotions and continued professional development so the root causes can be identified and an appropriate action plan can be developed.

What will TVH do to address its gender pay gap?

TVH are committed to gender parity and having a gender pay gap runs against our values as a business. This is a priority, and we are committed to doing all we can to eliminate the gap, maximising opportunities for women and allowing them to thrive and reach their full potential at TVH.

As an excellent employer we should use this pay gap data to help understand the underlying causes, and take steps to eliminate them. The benefits will be to enhance our reputation as a fair and progressive employer. More importantly, this will help us attract and retain a wider pool of excellent talent for the business, and get the enhanced engagement and productivity that comes from a workforce that feels valued, and engaged in a culture and business that is committed to tackling inequality.

The Action Plan

We are developing an action plan and will work with managers and staff to have a plan in place by the end of April 2018.

The action plan includes the following:

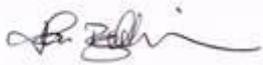
- There is clearly a challenge for us to enable more women to move into higher paid roles at TVH. We will look at why there is a block to promotion or recruitment of women to more senior management roles.
- We will review and improve our gender analysis data to improve our decision making and action planning, including a quarterly review of gender pay by directorate, length of service for male and female staff at all levels, assessing equalities data collected during recruitment.
- We've updated our approach to flexible working so that all employees in all areas and levels of the organisation will be considered for flexible working. This will be regardless of their role and level of seniority and this will also not be limited to part-time working.
- We've introduced a secondment and acting up policy to provide more opportunities to gain experience and knowledge to support career progression.
- We continue to support professional development and will be implementing a more proactive approach to succession planning and talent management.
- We have set up a programme of focus groups for employees at TVH, including two women-only ones, to allow a deeper conversation around the issues that are producing a gender pay gap, and to discuss the best strategies for how we can eliminate the gap in the most effective and progressive way.

- We are introducing a new recruitment module which will not only be easier to use, but also enable us to track the progress of all applicants by gender and ethnicity at each stage of the process. This will give us better insight into any gender disparity during recruitment.
- We will work with other associations to understand how they tackle gender pay issues and learn from best practice.

Progress against our action plan to eliminate the gender pay gap will be reviewed quarterly by our Executive Team, meaning change is being lead and driven by the highest level of leadership at our organisation.

The action plan and any further initiatives launched throughout the year will be reported through all of our internal communications channels, and ideas and feedback encouraged.

Thames Valley Housing confirms the information in this statement is accurate.



John Baldwin
Interim Chief Executive