

Thames Valley Housing Gender Pay Gap Report (for April 2019)

Introduction

Thames Valley Housing merged with Metropolitan Housing Trust Ltd in October 2018 and trades under the name Metropolitan Thames Valley Housing (MTVH). MTVH is headed up by Chief Executive Officer Geeta Nanda and has around 57,000 homes spread across London, the South East, East Midlands and East of England.

As MTVH is our trading name and Thames Valley Housing and Metropolitan Housing Trust Ltd are the legal entities we have produced separate Gender Pay Gap reports for each entity. Thames Valley Housing employs 259 people of the 1907 employed across both entities of which 58% are female and 42% male.

The figures

This statement not only details our gender pay gap, but also how we're addressing it across MTVH as a whole. The findings in this statement are based on earnings paid in the month including 5 April 2019. The bonus pay gap data is based on bonuses paid in the twelve months preceding this date.

The differences in male and female average earnings for Thames Valley Housing Association are:

Mean gender pay gap: female earnings are lower than male earnings by: 32.0%

Median gender pay gap: female earnings are lower than male earnings by: 22.5%

Mean gender bonus gap: female bonuses are lower than male bonuses by: 11.6%

Median gender bonus gap: female bonuses are lower than male bonuses by: 21.7%

The proportion of males receiving a bonus: 90.8%

The proportion of females receiving a bonus: 94.7%

Pay quartiles by gender

| Band | Male | Female |
|-----------------------|------|--------|
| Lower Quartile | 27% | 73% |
| Lower Middle Quartile | 37% | 63% |
| Upper Middle Quartile | 37% | 63% |
| Upper Quartile | 66% | 34% |

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

- carry out pay and benefits audits at regular intervals;

- evaluate job roles and pay grades as necessary to ensure a fair structure; and
- ensure colleagues in the same roles are paid the same, regardless of gender.

We are 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 MTVH, and the salaries these roles attract.

Commentary

The gender pay gap for Thames Valley Housing is wider than may be expected given the initiatives that we have implemented as a merged business over the previous 12 months. The lower quartile has seen a slight reduction in women since 12 months ago and the upper middle quartile has seen an increase in the number of women but the size of Thames Valley Housing compared to MTVH as a whole means that small changes in the upper quartile can have a significant impact on the data. Our two highest earning females left TVH between April 2018 and April 2019 and of the top 25 earners 22 were men. The figures though should be taken in the context of MTVH as a whole, where the mean gender pay gap is 18.7%.

What MTVH has done so far

Over the last 12 months:

- two-thirds of the new roles recruited into our Senior Leadership Team have been filled by female colleagues;
- we have taken steps to increase our female leadership talent pipeline by encouraging our BAME colleagues to participate in the “Black on Board” leadership development programme – with women forming 67% of those selected to participate in the 2019 cohort;
- our recruitment processes have been reviewed and updated to better enable applicant tracking, and more effectively highlight any barriers to the progress of applications received from female candidates;
- we have introduced a new reward and benefits structure from 1 January 2020. This will ensure that all post holders are fairly remunerated for the role they undertake, with no bias based on the characteristics of the individual filling the post;
- we have introduced agile working in order to provide greater flexibility in how colleagues are able to approach their work. The majority of those applications received have come from female colleagues;

Going forward

Our aim is to be an inclusive employer of choice, with Equality, Diversity and Inclusion (EDI) interwoven into the very fabric of our business.

With gender being one strand of our EDI agenda, we are committed to creating a culture whereby people of all characteristics feel welcomed, accepted and valued.

Closing the gender pay gap and building a truly representative workforce will require ongoing focus and attention. It’s also a shared endeavour, with leaders, managers and colleague network groups all playing their part in tackling the gap.

Our EDI strategy to date has successfully raised awareness, right across the organisation, of the obstacles to progress that many of those of minority characteristics can face. Moving forward the next phase of this work will centre around the following, which will not only move us towards an even more inclusive culture, but will also specifically assist us with our efforts to bridge the gender pay gap:

Best practice recruitment

We are acutely aware of the lack of diverse talent moving into senior leadership roles - both within our organisation, and across the housing sector as a whole. As our first step towards tackling this, we have initiated a project to review our recruitment methodology designed to introduce steps to improve how we target and progress the applications of diverse candidates. We are at an early stage in this work, however will be considering the following within the scope of the project:

- adopting the “Rooney Rule” for leadership level roles
- implementing gender-balanced interview panels
- setting targets for diverse talent being appointed to senior roles
- reviewing required qualifications and/or experience do not disadvantage diverse candidates
- advocating gender-neutral language within job profiles
- featuring testimonials from a broad range of diverse colleagues
- anonymising applications to remove reference to ethnicity and gender
- asking colleague network groups to audit our recruitment processes

Developing our colleagues

Over the next year we will be introducing our career pathways programme, designed to support the progression of our colleagues into new, and potentially more senior roles. Colleagues’ development will also be supported by our newly launched online learning platform – both of which will increase the opportunities for women to progress, which in turn will help us to address our gender pay gap at more senior levels.

Family friendly policies

We are introducing a new set of family friendly policies to ensure that they meet the needs of women returning to work after a period of leave. We support women returning from maternity, adoption and caring leave to increase their chances of career progression further down the line.

Colleague groups

We operate a number of colleague networking groups across MTVH which provide invaluable support and guidance both to members of underrepresented groups, and to the organisation as a whole. Going forward these groups will play a more strategic role in helping MTVH to tackle diversity and inclusion challenges such as creating an even more inclusive approach to our recruitment, career development, and succession planning activities.

EDI Awareness raising campaign

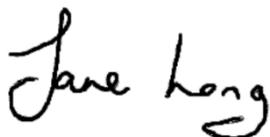
We intend to build upon our existing awareness-raising programmes, ensuring all colleagues in general, and line managers in particular continue to manage their own biases, and work hard to ensure colleagues of all characteristics are treated with respect, care and appreciation. Through a combination in-person events, posters, blogs and digital campaigns, we intend to highlight and remove any examples of unfair practice, and create a culture of inclusion and empowerment, centred around our People-Powered Living ethos.

The action plan

The new MTVH EDI action plan and objectives, including reducing the gender pay gap, will be reviewed on a regular basis by our Executive Team. This acts as a demonstration of the fact that positive change is being driven by the highest level of leadership within our organisation.

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

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

SignatoryA handwritten signature in black ink that reads "Jane Long". The signature is written in a cursive, flowing style.

Jane Long

Executive Director of People