



Introduction

This is the first ethnicity pay gap report for Metropolitan Thames Valley Housing (MTVH) which came into being on October 2018 following the merger with Thames Valley Housing Association and Metropolitan Housing Trust Ltd in October 2018. MTVH is headed up by Geeta Nanda, Chief Executive. We have around 57,000 homes spread across London, the South East, East Midlands and East of England.

In producing this report we have compared the ethnicity pay gap figures in April 2019 with the ethnicity pay gap figures in February 2020 which are the latest figures we have at the time of writing. It is our intention going forward to report on these figures quarterly.

Ethnicity Pay Gap

The ethnicity Pay Gap figures over the last year are:

| Date | The mean BAME pay gap – BAME earnings are lower by: | The median BAME pay gap – BAME earnings are lower by: |
|----------|---|---|
| April 19 | 9.7% | 1.7% |
| Feb 20 | 9.3% | 0.3% |

| | Apr 19 BAME | Apr 19 White | Apr 19 No data | Feb 20 BAME | Feb 20 White | Feb 20 No Data |
|-----------------------|----------------|-----------------|-------------------|----------------|-----------------|-------------------|
| Lower Quartile | 39% | 49% | 11% | 38% | 49% | 12% |
| Lower Middle Quartile | 35% | 54% | 11% | 40% | 49% | 11% |
| Upper Middle Quartile | 43% | 48% | 10% | 44% | 45% | 11% |
| Upper Quartile | 28% | 56% | 16% | 29% | 53% | 18% |

Understanding the figures

It is challenging to create a comparison between set dates and also identify the true pay gap because of the level of non-disclosure. However it would appear from the figures that the gap has reduced slightly over the last 10 months,

Whilst our ethnicity pay gap is significantly lower than our gender pay gap, it is clear from our analysis that the gap exists because significantly fewer BAME colleagues hold senior positions within MTVH than white colleagues.

The small reduction in the ethnicity pay gap has been driven by positive changes in the lower quartile and the upper middle quartile. The pay gap in the upper quartile has widened over the previous 10 months despite a slight improvement in BAME representation at this level.

The higher rate of non-disclosure in the upper quartile (which means that it is difficult to identify the true gap at this level) is driven in part by the number of roles that are recruited at this level “outside” our normal recruitment processes and therefore non-mandatory data checks may not be made.

What have we done so far?

Our actions over the last 12 months have been focused on reducing both our gender and ethnicity pay gaps:

- 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 and BAME 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;

What are we planning to do?

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

committed to creating a culture whereby people of all characteristics feel welcomed, accepted and valued.

- 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 any pay gaps:

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 and BAME colleagues to progress, which in turn will help us to address our gender and BAME 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

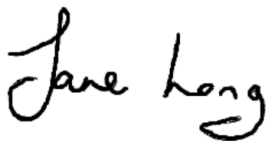
We intend to build upon our existing awareness-raising programmes, ensuring all colleagues in general, and line managers in particular continue to manage their own biases, and work hard to ensure colleagues of all characteristics are treated with respect, care and appreciation. Through a combination of 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 and BAME pay gaps, 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

Signatory

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

Jane Long

Executive Director of People