

Metropolitan Thames Valley Housing Gender Pay Gap Report – April 2019

Introduction

This is the first gender 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.

Metropolitan Thames Valley Housing had 1907 employees as at 1 April 2019 and as a social housing organisation we are committed to equality and diversity being at the core of what we do.

The figures

This statement not only details our gender pay gap, 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 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 MTVH are:

Mean gender pay gap: female earnings are lower than male earnings by: 18.7%

Median gender pay gap: female earnings are lower than male earnings by: 12.4%

Mean gender bonus gap: female bonuses are lower than male bonuses by: -1.1%

Median gender bonus gap: female bonuses are lower than male bonuses by: -3.7%

The proportion of males receiving a bonus: 16.5%

The proportion of females receiving a bonus: 15.9%

Pay quartiles by gender

Band	Male	Female
Lower Quartile	29.3%	70.7%
Lower Middle Quartile	43.7%	56.3%
Upper Middle Quartile	49.8%	50.2%
Upper Quartile	51.8%	48.2%

MTVH 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. MTVH 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.

MTVH 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 MTVH, and the salaries these roles attract.

Commentary

Our report shows that we are heading in the right direction and continuing to close the gender pay gap. Almost half of our colleagues in both the upper quartile and upper middle quartile are women. Where the larger gap exists is in the lower quartile where 70.7% of our colleagues are women. A significant cause of this is the types of roles that exist at this level. A large proportion of these roles are in care and support which are more likely to be undertaken by women. Combined with this, the cost of social care provision is tightly controlled by the commissioning bodies which limits our ability to increase pay significantly in these areas.

Although the pay gap is reducing and we have close to parity between men and women in the top half of the organisation, there is still work to do at a senior management level. Of the top 100 highest hourly rates in the organisation, 72 are paid to men and 28 to women (as at April 2019).

This shows that our focus on the gender pay gap should be to address this imbalance at the most senior levels in the organisation

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.

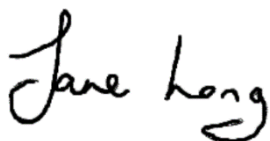
The action plan

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.

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