



Introduction

Metropolitan Thames Valley Housing Ethnicity Pay Gap Report – April 2020

Introduction

This is the April 2020 gender pay gap report for Metropolitan Thames Valley Housing (MTVH), the Organisation which came into being in October 2018 following the merger between Thames Valley Housing Association and Metropolitan Housing Trust Ltd. 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.

As a social housing organisation, a commitment to diversity, inclusion and social equality lies at the heart of who we are, and all that we do.

We are committed to ensuring the provision of equal opportunities and treatment for all employees, regardless of gender, ethnicity, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

MTVH also has a clear policy of paying employees equally for the same or equivalent work, regardless of their ethnicity (or any other characteristic set out above). This has been demonstrated by the fact that we regularly undertake reviews to ensure our job roles and pay grades are fair, and that all colleagues, in the same roles, are paid the same irrespective of gender, ethnicity or any other characteristic.

The figures

As at 5 April 2020, Metropolitan Thames Valley Housing had 2012 employees.

The figures below are based on earnings paid in the month including 5 April 2020 and bonuses paid in the twelve months preceding this date.

Differences between average earnings by ethnicity

	Mean Ethnicity Pay Gap:	Median Ethnicity Pay Gap
April 2019	9.7%	1.7%
April 2020	8.7%	-2.0%

Pay quartiles by ethnicity

QUARTILE	APRIL 2020			APRIL 2019		
	BAME	WHITE	NO DATA	BAME	WHITE	NO DATA

Lower	39%	52%	9%	39%	49%	11%
Lower Middle	40%	52%	8%	35%	54%	11%
Upper Middle	48%	43%	9%	43%	48%	10%
Upper	31%	55%	14%	28%	56%	16%

Commentary

Based on our ongoing analysis, we are confident that the ethnicity pay gap as set out above is not the result of paying colleagues from different ethnic backgrounds differently for the same or equivalent work. It exists, rather, as a consequence of the fact that the significant level of ethnic diversity that exists across the majority of roles within our organisation is not reflected (to the same degree) amongst our leadership population. Traditionally, a large proportion of our roles within the Care and Support function, some of the lowest paid staff within our business, have been filled by staff from a BAME background.

Whilst there has been a slight negative shift in our data over the course of the 12 months to the survey date, we believe this can be remedied.

Our newly devised Diversity and Inclusion Strategy and the operational plan derived from the same will set stretch targets to improve the spread of diverse representation across the grades in the future.

Achievements

In last year's ethnicity pay gap report, we set out our intention to maintain and increase our efforts to address the lack of BAME representation at senior management and leadership levels. In that paper we identified that focussing on implementing recruitment, talent development and diversity and inclusion best practice and initiatives would be the most effective approaches to help us move towards our goal.

Whilst our belief in these methodologies has not changed, the latter half of the year fuelled an increase in our commitment to bring about positive change.

In response to the murder of George Floyd, we spent the summer of 2020 in conversations across our organisation exploring how we could redouble our efforts to create a more inclusive culture at MTVH. This led to the creation of an ambitious long-term D&I strategy which was approved by the Board in September 2020. This strategy set out, as one of its core targets, the aim to have a senior management and leadership team that reflects the diversity of the broader organisation by 2025.

A) Colleague demographic data

As part of our ongoing analysis of our ethnicity pay gap data, we identified the proportion of colleagues who had disclosed to the organisation details of their ethnic origin. Whilst it was pleasing to see that at 85%, our overall rate was well above the norm, we also identified that in some cases the absence of colleagues' data was likely to be adversely impacting the accuracy of our real pay gap calculation.

Knowing that our pay gap is predominantly caused by the relatively low levels of diversity within our leadership population, we therefore chose to focus the first phase of our data capture campaign there. We received a very favourable response from all those contacted, and as a result are able to produce a more accurate set of figures within this report.

Recruitment

We have reviewed the various components of the Rooney Rule, and in relation to our 100 most senior roles, have incorporated the following changes to our recruitment approach:

- Removed hiring managers' access to candidates' names and gender identities;
- Ensured that candidate shortlists contain at least one person from an under-represented community;
- Reviewed all job descriptions to ensure none of the terminology nor stated requirements discourage applications from diverse candidates.

We also ran recruitment campaigns that highlighted the need for candidates to be able to speak languages that reflected those used by local communities and broadened our talent pools by working with local community associations.

C) Talent development

We have continued to provide our support to a broad range of BAME talent development programmes including Leadership 2025 and the 3rd Black on Board cohort. In addition this year BAME colleagues have participated in the G15 Accelerate and Leadership Now programmes.

We are also keen to develop our diverse talent pool in the longer term. As one way of achieving this, we have created apprenticeship opportunities within our accountancy and data analysis teams – with all those individuals taking the accountancy-based positions coming from a BAME background.

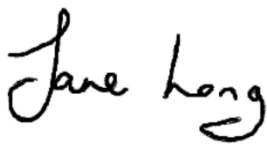
Going forward

Over the next 12 months we intend to build on the progress we have made by taking further steps to increase and develop our BAME leadership talent pool. Our plans include:

- Increasing the volume of targeted recruitment campaigns we run with a focus on diverse talent that reflects our resident communities;
- Broadening our application of the Rooney rule to the recruitment of the next level of operational managers;
- Attracting diverse talent by raising prominence of our commitment to diversity and pen portraits of our diverse colleagues on our website;
- Advancing our diversity data capture campaign to all levels of MTVH;
- Introducing diverse talent mentoring groups within the organisation – with the intention of readying those people for future leadership roles;
- Implementing a reverse mentoring programme, with the aim of helping our existing leaders understand the challenges that under-represented talent might face and the practical steps they can take to help level the playing-field;
- Introducing management and leadership development programmes which will cover both what inclusive behaviours look like as well as the role managers need to play in developing talent;
- Introducing a career pathways system and career development conversations into our performance management approach.

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 style with a large initial 'J' and a long, sweeping underline.

Jane Long