

## Metropolitan Thames Valley Housing Gender 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 gender (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 male and female average earnings

Mean gender pay gap: (female earnings lower than male earnings)	18.1%
Median gender pay gap: (female earnings lower than male earnings)	14.5%
Mean gender bonus gap: (female bonuses lower than male bonuses)	4.2%
Median gender bonus gap: (female bonuses lower than male bonuses)	0.0%
Proportion of males receiving a bonus	88.8%
Proportion of females receiving a bonus	96.3%

### Pay quartiles by gender

Band	Male	Female
Lower Quartile	34%	64%
Lower Middle Quartile	38%	62%
Upper Middle Quartile	49%	51%
Upper Quartile	55%	45%

## **Commentary**

Based on our ongoing analysis, we are confident that the gender pay gap as set out above is not the result of paying men and women differently for the same or equivalent work. It exists, rather, as a consequence of the different roles and levels at which men and women tend to operate within our organisation, and the salaries that these roles attract.

The reduction in the mean gender pay gap from 18.7% to 18.1%, and the fact that 48% of our colleagues whose earnings sit across the upper and upper middle quartiles are women, demonstrates that the active steps we are taking to close this gap are working.

The fact remains that the larger pay gap exists within the lower earnings quartile, where 65.8% of our colleagues are women. A large proportion of roles at this level are within Care and Support – roles that have always been, and continue to be, undertaken predominantly by women. Combined with this, the cost of social care provision is tightly controlled by the commissioning bodies which limits our ability to significantly increase pay in these areas.

The challenge that we have historically, and continue to focus on the most, is closing the pay gap that exists between men and women operating at our most senior management and leadership levels. This can be evidenced by the fact that of the people earning the top 100 highest hourly rates across MTVH, 70 are paid to men and 30 to women (as at April 2020).

## **Achievements**

In last year's gender pay gap report, we set out our intention to maintain and increase our efforts to address the lack of female representation at senior management and leadership levels. In that report we identified that focussing on implementing recruitment, talent development and diversity and inclusion best practice initiatives would be the most effective approach 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.

### **A) 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:

- Extended the scope of this approach to cover gender as well as ethnicity;
- 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 or stated requirements discourages 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.

### **B) Talent development**

We launched WiseBox, our new online learning platform, specifically designed to help colleagues fine-tune the management and soft skills necessary to help them develop their leadership potential. We also facilitated 100 management development workshops, with the majority of the sessions being attended by female managers.

In addition we continued to provide our support to a broad range of BAME talent development programmes including Leadership 2025, G15 Accelerate and Black on Board. Of the 31 colleagues who we put forward for these programmes this year, 71% were female.

We are also keen to develop our female talent pool in the longer term. As one way of achieving this, we have created apprenticeship opportunities within our accountancy and data analysis teams.

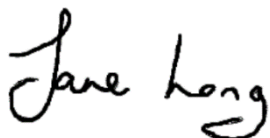
### **Going forward**

Over the next 12 months we intend to build on the progress we have made by taking further steps to increase and develop our female leadership talent pool and to embed some of the changes we have already implemented. 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;
- 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, flowing style.

**Jane Long**