



## MTVH Gender Pay Gap website statement 2024/25 reporting year.

### Introduction

Government guidance requires employers over 250 employees to both 'report' and 'publish' their gender pay gap.

We 'report' our gender pay gap on the gov.uk portal. Our 2023/24 report can be accessed [here](#).

There is also a requirement to 'publish' our gender pay gap data on our website and provide a written statement. That is this document.

Our gender pay data has been collected according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The table below shows our gender pay gaps figures for 2024/25 taken on the snapshot date of 5 April 2024 with a comparison to reporting year 2023/24.

Following the 2018 merger of Metropolitan and Thames Valley we reported gender pay gap figures to The Government's Pay Gap Report Service for the Metropolitan Housing Trust (MHT) entity rather than MTVH as a whole. This was in order to separate out the 110 colleagues (5% of the MTVH workforce) who were employed by TVHA. While TVHA continues acts as these colleagues agent and home employer for contractual purposes, they are now jointly employed by TVHA and MHT.

From this year we have chosen to report pay gap figures to The Government's Pay Gap Reporting Service for all of MTVH as we believe that including all colleagues provides a more accurate reflection of our gender pay gap and colleagues for who TVHA acts as agent and home employer for contractual purposes are recognised as part of MTVH.

To communicate transparently around this change, for this year's statement only a third column has been added to the table below detailing what our gender pay gap would have been had we carried on reporting MHT as a separate entity. The reason MHT gender pay gap is lower than MTVH is because of a higher average male pay among TVHA contracted colleagues.

### Our gender pay gap figures

	MHT 2023-24 as reported to the Government's Gender Pay Gap Service	MTVH 2024-25 as reported to the Government's Gender Pay Gap Service	MHT 2024-25 were we to have continued reporting as MHT entity
Gender pay gap: Mean	14.2%	14%	11.6%
Gender pay gap: Median	14.2%	9.5%	9.1%

Proportion of women in lower quartile pay band (%)	69%	65%	65%
Proportion of women in lower middle quartile pay band (%)	57%	55%	55%
Proportion of women in upper middle quartile pay band (%)	53%	55%	56%
Proportion of women in upper quartile pay band (%)	42%	44%	42%
Gender bonus gap: Mean	-11.4%	0.6%	0%
Gender bonus gap: Median	0%	-7.2%	-7.2%
Proportion of women who received a bonus	79%	69%	68%
Proportion of men who received a bonus	81%	73%	72%

## Statement

The diversity of our colleagues is one of our greatest strengths. It brings diversity of thought and experience, better reflects the communities we work in, and helps us to serve our residents better every day.

Pay gap reporting helps hold us to account as we track our progress to being the most inclusive and diverse organisation we can be and helps identify areas for improvement so we can focus our efforts appropriately.

Our gender pay gap remains higher than the UK national average of 13.1% (House of Commons library and ONS, April 2024).

Our gender pay gap is principally due to a disproportionate number of women working in our care and support operation which is not only an industry which tends to attract more women but is also one where market rates of pay are lower compared to other areas.

Our ambition is to close our gender pay gap and we have plans in place to achieve this through specific initiatives to attract more women into the organisation and support progress into senior roles through ongoing training and mentoring. We focus on three areas to; support and attract diverse talent, equip and empower our leaders, and sustain an inclusive culture.

Key MTVH actions for 2025-26 are:

- Introducing new stretch targets for female representation across the organisation reflective of our latest data.
- Rolling out of new recruitment training for MTVH Managers to support inclusive recruitment practices and includes encouraging a diverse pool of applicants, modules on bias and assembling diverse interview panels.
- Updating our exit interview process and questions to invite feedback about discrimination, including gender.
- Mandating the submission of diversity data for all participants in MTVH management and leadership programmes so that the gender make-up of those participating can be understood.
- Ensuring that MTVH Colleague Network Groups, including the A:Gender group are consulted on 50% more policies with relevance to D&I. This will include an updated and revised Menopause Policy, and a revised Mental Health and Wellbeing Policy that captures gender differences and available support.
- Supporting the A:Gender Colleague Network Group to increase the membership of, and number of events held, by 10% year on year.
- Delivering specialist training for women through WiSH (Women in Social Housing) on issues which are evidenced to impact women disproportionately, for example imposter syndrome.
- Undertaking a review of core HR, talent and recruitment processes to ensure our approach is supportive of women in our workplace and make new recommendations.



Signed: Helen McTeer, Executive Director, Corporate Services