



MTVH Gender, ethnicity and disability pay gap reporting 2025-26

Introduction

MTVH has today published 2025/26 pay gap figures for gender, ethnicity and disability based on the snapshot date of 5 April 2025.

Government guidance requires employers over 250 employees to both 'report' and 'publish' their gender pay gap figures. We have elected to also publish our ethnicity and disability pay gaps in line with our commitment to transparency and good practice pay gap reporting.

We officially report our gender pay gap on the gov.uk portal. Our 2025/26 report will be available to access [here](#). Our 2024/25 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.

Gender pay gap figures

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 gap figures for 2025/26 taken on the snapshot date of 5 April 2025 with a comparison to reporting year 2024/25.

	MTVH 2024-25 as reported to the Government's Gender Pay Gap Service	MTVH 2025-26 as reported to the Government's Gender Pay Gap Service
Gender pay gap: Mean	14%	14.4%
Gender pay gap: Median	9.5%	9.3%
Proportion of women in lower quartile pay band (%)	65%	61%
Proportion of women in lower middle quartile pay band (%)	55%	52%
Proportion of women in upper middle quartile pay band (%)	55%	52%
Proportion of women in upper quartile pay band (%)	44%	40%
Gender bonus gap: Mean	0.6%	2.7%
Gender bonus gap: Median	-7.2%	0%

Proportion of women who received a bonus	69%	74%
Proportion of men who received a bonus	73%	74%

Below we summarise the highlights of these figures with the prior year's performance in brackets.

Gender pay gap figures – year on year

Headline figures

- Women earned 91p (91p) for every £1 that men earned (comparing median hourly pay)
- Women made up 40% (44%) of employees in the highest paid quarter, and 61% (65%) of employees in the lowest paid quarter
- 74% (69%) of women received bonus pay, compared with 74% (73%) of men
- Women's bonus pay was 0.0% (-7.2%) equal to men's (comparing median bonus pay)

Hourly pay

- Women's median hourly pay was 9.3% (9.5%) lower than men's – this means they earned 91p (91p) for every £1 that men earn when comparing median hourly pay
- Women's mean (average) hourly pay was 14.4% (14.0%) lower than men's

Pay quarters

Women made up:

- 40% (44%) of employees in the upper hourly pay quarter (highest paid jobs)
- 52% (55%) of employees in the upper middle hourly pay quarter
- 52% (55%) of employees in the lower middle hourly pay quarter
- 61% (65%) of employees in the lower hourly pay quarter (lowest paid jobs)

Bonus pay

- Women's median bonus pay was 0.0% (-7.2%) equal to men's – this means they earned £1.00 (£1.07) for every £1 that men earn when comparing median bonus pay
- Women's mean (average) bonus pay was 2.7% (0.6%) lower than men's
- 74% (69%) of women and 74% (73%) of men received bonus pay

Ethnicity pay gap figures

The table below shows our main ethnicity pay gap figures for 2025/26 taken on the snapshot date of 5 April 2025 with a comparison to reporting year 2024/25. Of those colleagues who have declared their ethnicity, 761 of our colleagues identify as being from a non-white ethnicity.

	MTVH 2024-25	MTVH 2025-26
Ethnicity pay gap: Mean	8.0%	7.4%
Ethnicity pay gap: Median	0.4%	-1.2%
Proportion of ethnically diverse colleagues in lower quartile pay band (%)	39%	44%
Proportion of ethnically diverse colleagues in lower middle quartile pay band (%)	56%	46%
Proportion of ethnically diverse colleagues in upper middle quartile pay band (%)	55%	55%
Proportion of ethnically diverse colleagues in upper quartile pay band (%)	38%	39%
Ethnicity bonus gap: Mean	8.8%	18.5%
Ethnicity bonus gap: Median	15.4%	0%
Proportion of ethnically diverse colleagues who received a bonus	71%	72%
Proportion of white colleagues who received a bonus	75%	77%

Below we summarise the highlights of these figures with the prior year's performance in brackets.

Ethnicity pay gap figures – year on year

Headline figures

- Ethnically diverse colleagues earned £1.01p (1.00p) for every £1 that white colleagues earned (comparing median hourly pay)
- Ethnically diverse colleagues made up 39% (38%) of employees in the highest paid quarter, and 44% (39%) of employees in the lowest paid quarter



- 72% (71%) of ethnically diverse colleague received bonus pay, compared with 77% (75%) of white colleagues
- Ethnically diverse colleagues' bonus pay was 0% (last year 15.4% lower) equal to white colleagues (comparing median bonus pay)

Hourly pay

- Ethnically diverse colleagues' median hourly pay was 1.2% (0.4% lower last year) higher than white colleagues – this means they earned £1.01p (£1.00p) for every £1 that white colleagues earn when comparing median hourly pay
- Ethnically diverse colleagues' mean (average) hourly pay was 7.4% (8.0%) lower than white colleagues

Pay quarters

Ethnically diverse colleagues made up:

- 39% (38%) of employees in the upper hourly pay quarter (highest paid jobs)
- 55% (55%) of employees in the upper middle hourly pay quarter
- 46% (56%) of employees in the lower middle hourly pay quarter
- 44% (39%) of employees in the lower hourly pay quarter (lowest paid jobs)

Bonus pay

- Ethnically diverse colleagues' median bonus pay was 0% (last year 15.4% lower) equal to white colleagues – this means they earned £1 (£0.85p) for every £1 that white colleagues earn when comparing median bonus pay

Disability pay gap figures

The table below shows our main disability pay gap figures for 2025/26 taken on the snapshot date of 5 April 2025. Of those colleagues who have declared their disability information, 65 identify as having a disability. We believe disability, which includes learning disability, is currently under-reported by colleagues and we are examining how to improve disclosure in future years. Note that comparative data is not available for 2024/25.

	MTVH 2025-26
Disability pay gap: Mean	-17.7%
Disability pay gap: Median	-12.6%
Proportion of disabled colleagues in lower quartile pay band (%)	4%
Proportion of disabled colleagues in lower middle quartile pay band (%)	6%
Proportion of disabled colleagues in upper middle quartile pay band (%)	5%
Proportion of disabled colleagues in upper quartile pay band (%)	9%
Disability bonus gap: Mean	-43.6%
Disability bonus gap: Median	0%
Proportion of disabled colleagues who received a bonus	68%
Proportion of non- disabled colleagues who received a bonus	64%

Below we summarise the highlights of these figures

Disability pay gap figures - highlights

Headline figures

- Disabled colleagues earned £1.13 for every £1 earned by non-disabled colleagues (comparing median hourly pay)
- Disabled colleagues made up 9% of employees in the highest paid quarter, and 4% of employees in the lowest paid quarter.
- 68% of disabled colleagues received bonus pay, compared with 64% of colleagues who have identified as not being disabled.
- Disabled colleagues' bonus pay was equal to non-disabled colleagues (comparing median bonus pay)

Pay quarters

Disabled colleagues made up:

- 9% of employees in the upper hourly pay quarter (highest paid jobs)
- 5% of employees in the upper middle hourly pay quarter



- 6% of employees in the lower middle hourly pay quarter
- 4% of employees in the lower hourly pay quarter (lowest paid jobs)

Bonus pay

- Disabled colleagues' median bonus pay was equal to non-disabled colleagues – this means they earned £1.00 for every £1.00 that non-disabled colleagues earn when comparing median bonus pay

Statement

The diversity of our colleagues is one of our greatest strengths. It brings diversity of thought and experience, leads to better decision making, helps to attract talent and helps us to deliver excellent homes and services to the diverse communities we support.

Our 2025-27 D&I Strategic Plan is focused on narrowing the gender and ethnicity representation gap between MTVH colleagues and the residents we serve. 33% of our residents define as 'non-white' and across the country 49% of the population are women.

This representation focus in our Strategic Plan also acts to narrow gender, ethnicity and disability pay gaps in our organisation through our recruitment practices, our approach to talent, and other core HR processes.

In 2024-25 we exceeded our targets for senior roles held by both women and ethnically diverse colleagues. 50% of senior roles at MTVH are now held by women (against a target of 35%) and 23% of senior roles are held by ethnically diverse colleagues (against a target of 20%).

We are building on this in 2025/26 by introducing enhanced representation targets recognising the apparent 'glass ceilings' that still exist in the case of gender and ethnicity for our defined senior populations in the organisation. We have introduced a new target of 26% of Senior Leaders (MTVH Directors) to be women by 2027 (against 23% today) and 35% of 'Head of and above' role holders to be ethnically diverse by the same year (against 30% today).

To increase representation from under-represented groups and further close our pay gaps, we are taking a number of actions including: new inclusive recruitment training for managers, updating our exit interview process to invite feedback about discrimination, delivering specialist training for under-represented groups, and undertaking a review of core HR, talent and recruitment processes to ensure our approach is supportive of diversity in our workplace.

We use the Government's Access to Work Scheme to ensure disabled colleagues have their needs met to support them to deliver their work.

Our 2025-27 D&I Strategic Plan also promotes respect for others through training and development that build organisation-wide skills to treat those that are different from us with respect, and welcome diversity as a strength.

This is supported by our four Colleague Network Groups, which encompass disability, ethnicity, gender and LGBTQ+. These Groups hold regular meetings, educational webinars and activities across key cultural calendar dates such as Black History Month, International Women's and Men's Days, LGBTQ+ History Month and the International Day for Disability as part of our respect agenda.



In addition, members of these Groups are consulted on policies with relevance to D&I. This includes an updated and revised Menopause Policy, and a revised Mental Health and Wellbeing Policy that captures gender differences and available support.

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.

This year we have widened our pay gap report to include ethnicity and disability pay gap data alongside gender for the first time as part of our commitment to transparent pay gap reporting.

Helen McTeer

Signed: Helen McTeer, Executive Director, Corporate Services

4th February 2026