



# Ethnicity Pay Gap Report 2023

Making progress to an ever more inclusive workplace





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Introduction

# Championing and celebrating ethnic diversity



Walking around MTVH every day we appear as a very ethnically diverse team at all levels, including our main board. This is a great source of pride to me because we know the importance of tapping into diverse experiences and thoughts processes in order to deliver well for residents and customers.

We do not, however, take our ethnic diversity for granted and so choose to measure our ethnicity pay gap, and work hard to ensure there is no difference between the average pay of white and ethnically diverse colleagues within the organisation, regardless of their role or seniority.

In order to do this we actively encourage colleagues to share their ethnicity information with us so that we can review and make good decisions on the basis of sound data. I am pleased to say that 88% of MTVH colleagues choose to provide information to us about their ethnicity, and it is on this sample that our ethnicity pay gap report is calculated.

We have now been monitoring our ethnicity pay gap for several years which has given us a tangible way of measuring progress and to benchmark performance. We're pleased to say that our mean ethnicity pay gap across the MTVH group has reduced this year to 9.5% and our median ethnicity pay gap has also reduced to minus 1.3% making the median pay of the ethnically diverse colleagues in the sample slightly higher than the white colleagues. National comparisons are not straightforward because ethnicity pay gap reporting is not mandatory, however these figures represent a smaller pay gap than the average of other housing associations reporting ethnicity pay gap who are part of the G15 of London's large housing associations.

Our mean ethnicity pay gap is principally due to having a slightly higher number of white colleagues in our more senior roles. Ethnically diverse colleagues occupy 39% of the highest paid jobs (upper pay quartile) and 51% of the lower paid jobs (lower pay quartile). There is no significant bonus pay gap between white and ethnically diverse colleagues.

So while we are in a good position, we are committed to maintaining it and reducing our mean ethnicity pay gap further. We will do this principally by listening to ethnically diverse colleagues, and establishing clear actions - to help us improve to support and attract talented ethnically diverse colleagues, equip and empower our leaders, and sustain an inclusive culture.

**Jane Long**  
Executive Director, Corporate Services  
Chair, MTVH Diversity and Inclusion Action Group

\*Office of National Statistics

**89**  
88% of MTVH colleagues choose to provide information to us about their ethnicity, and it is on this sample that our ethnicity pay gap report is calculated

# Our Ethnicity Pay Gap

Our Ethnicity pay gap information in this report has been calculated using the pay data for 1672 MTVH colleagues who have shared ethnicity information with the organisation, and covers the 12 months up to April 2023.

MTVH mean ethnicity pay gap has reduced year on year, to 9.5% from 10.6%. This is below the average of those members of the G15 group of London's large housing associations who choose to report their ethnicity pay gap.

Median ethnicity pay gap has also reduced from last year to minus 1.3% - in other words ethnically diverse colleagues earn £1 and 1p for every £1 that white colleagues earn when comparing median hourly pay.

Our mean ethnicity pay gap is principally due to having a higher number of white colleagues in our more senior roles. Ethnically diverse colleagues occupy 39% of the highest paid jobs (upper pay quartile) and 51% of the lower paid jobs (lower pay quartile).

**1909**  
Number of MTVH colleagues



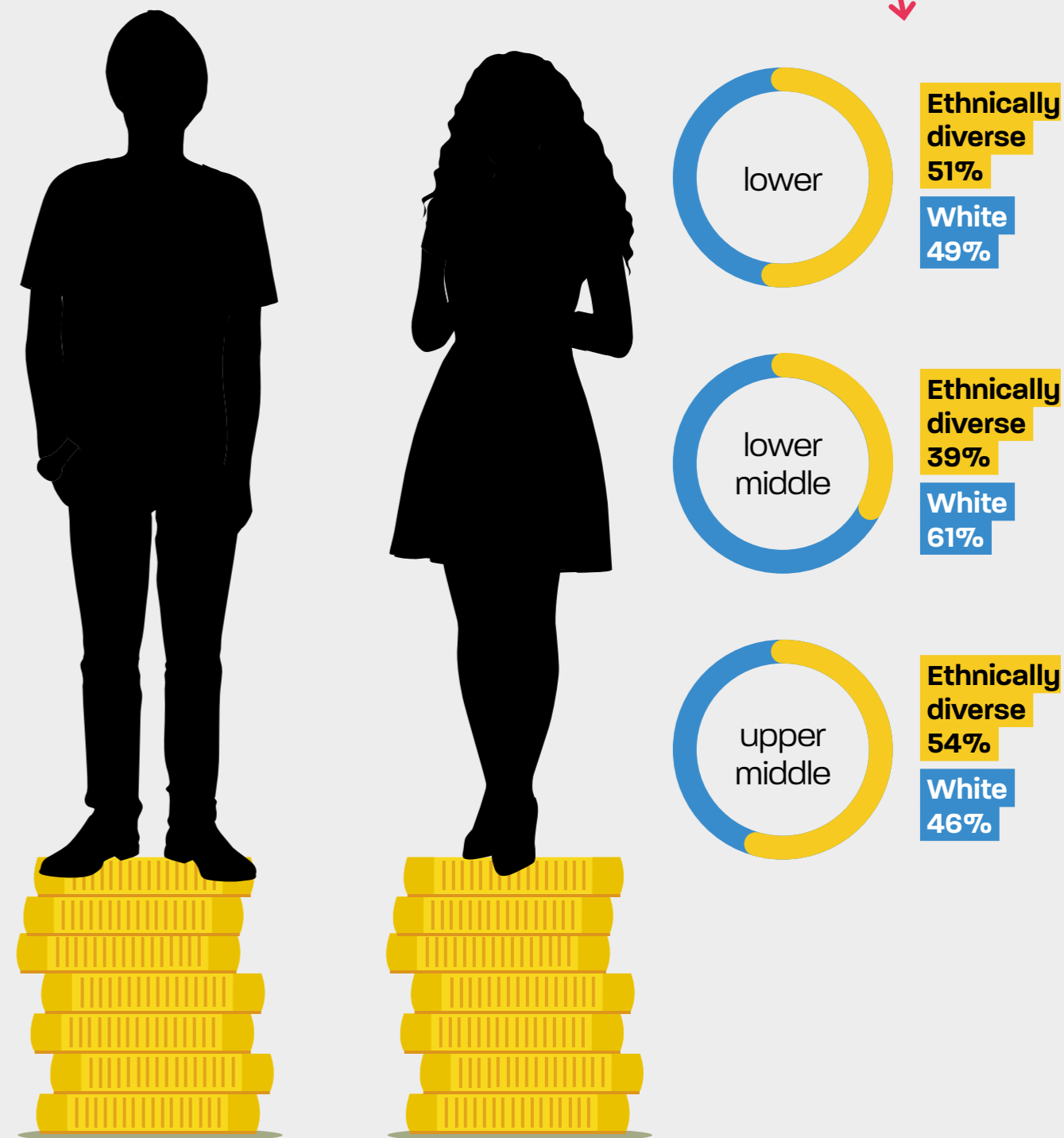
### Ethnicity Pay Gap – Mean



### Gender Pay Gap – Median



## Proportion of white and ethnically diverse colleagues in each quartile pay band



## Our Ethnicity Bonus Pay Gap

In this reporting year, the majority of colleagues received the same one-off bonus of £400. This explains a median ethnicity bonus pay gap of 0%. The mean ethnicity bonus pay gap is -0.2% which can be explained by the existence of a small number of performance bonuses awarded.

Of those colleagues who have declared their ethnicity, a higher proportion of white colleagues compared to ethnically diverse colleagues received a bonus last year, 75% and 72% respectively.

A higher proportion of white colleagues compared to ethnically diverse colleagues received a bonus last year



75%

■ white colleagues ■ diverse colleagues

Ethnicity Bonus Pay Gap – Mean

20% 2022 | -0.2% 2023



72%

Ethnicity Bonus Pay Gap – Median

13.6% 2022 | 0% 2023

## Our actions

We believe in the benefits of being a diverse and inclusive organisation. To help us build a more inclusive organisation we are taking actions by addressing three key areas:

- ➔ Support and attract talented ethnically diverse colleagues
- ➔ Equip and empower our leaders
- ➔ Sustain an inclusive culture



# Support and attract talented ethnically diverse colleagues

## Talent pipeline

For senior leadership roles we have made a concerted effort in the past 12 months to work closely with the leading talent and recruitment agencies to proactively spot ethnically diverse and female talent, and potential talent, in and out of the housing sector. From this we have built a talent pipeline from not just within our own organisation but externally – ready for when vacancies occur.

## Recruitment practices

We are continuously improving our recruitment practices – especially around attraction, job descriptions, shortlist practices and selection panels- to ensure we are a recruiter where all applicants have equal opportunity to be appointed.

## Directorate talent profiles

An MTVH and directorate-specific diversity data pack is produced quarterly. This data enables individual areas of the organisation to understand their talent profile and take specific actions to improve the diversity of their teams.

## Greater flexibility for colleagues

Where resident and business need allows, we offer a hybrid working model to some colleagues. This has provided greater flexibility for those colleagues and we anticipate it will serve to attract talent to the organisation.

# Equip and empower our leaders

## Leadership and Management programme

We have established a leadership and management programme for the organisation's talent, with a significant proportion of ethnically diverse participants.

## Learning resources

We have designed learning resources to build diversity and inclusion capability at all levels of the organisation. These are a balance of awareness-raising and educational materials related to organisational policy. A proportion of these resources are mandatory for colleagues, with specific modules and courses for MTVH managers.

## Coaching and mentoring for ethnically diverse colleagues

We make available bespoke coaching and mentoring to ethnically diverse colleagues both internally and through our partnership organisations The Housing Diversity Network, Change the Race Ratio and Race Equality Matters.



# Sustain an inclusive culture

## Rise Colleague Network Group

Our Ethnicity Colleague Network Group, Rise, celebrates the success of our ethnically diverse colleagues, creates a supportive environment for raising ethnicity-related issues, and works intersectionally across all strands of diversity.

The Rise group are well supported by a senior sponsor. The Network delivers a programme of events and activities across the organisation that support us to drive positive change.

Rise were the winners of the Racial Equality Action Group category in the 2022 G15 Ethnicity in Housing Awards. This was in

recognition of the wide range of activity the group has undertaken including personal development workshops covering topics such as communication skills, networking and mentoring, authenticity, confidence building as well as resilience and emotional intelligence.

## Elevating diverse voices

We make a continuous and regular effort to elevate and role model diverse voices within the organisation, and have held several listening sessions with colleagues from diverse communities. Amongst others, these have included ethnically diverse senior colleagues, with sessions focussing on understanding the experiences of these groups and looking at what more we can do to support them during their time at MTVH.



# Understanding how we calculate our ethnicity pay and bonus gap



## What is the ethnicity pay gap?

The ethnicity pay gap measures the difference between white and ethnically diverse colleagues' average pay within the organisation, regardless of their role or seniority. This is different to equal pay which compare the pay of white and ethnically diverse colleagues who perform the same role or roles of equal value.

We report and calculate our ethnicity pay gap using the same methodology as gender pay gap – as mean percentage and as a median percentage.

### Mean

The mean is the average figure when you consider the hourly pay for all white colleagues and all ethnically diverse colleagues. The mean ethnicity pay gap is the difference between the average hourly pay for all ethnically diverse colleagues and the average hourly pay for all white colleagues.

### Median

The median is the figure that falls in the middle of the range when all hourly pay is stacked up from lowest to highest. The median ethnicity pay gap is the difference between the middle figure for all ethnically

diverse colleagues hourly pay and the middle figure for all white colleagues' hourly pay.

### Calculating our pay quartiles

The pay quartiles measure how many white and ethnically diverse colleagues are represented in each quarter of the organisation when all hourly pay is stacked from lowest in Quartile 1 to highest in Quartile 4. Each quartile shown contains an equal number of colleagues.

## Mean (bonus)

The mean is the average figure when you consider the bonus payments for all white and all ethnically diverse. The mean gender bonus gap is the different between the average bonus payment for all white colleagues and the average bonus payment for all ethnically diverse colleagues.

## Median (bonus)

The median is the figure that falls in the middle of a range when all bonus payments are stacked from lowest to highest. The median ethnicity bonus gap is the difference between the middle figure for all white colleagues' bonus payments and the middle figure for all ethnically diverse colleagues' bonus payments.

## Proportion of colleagues to receive a bonus

The proportion of ethnically diverse colleagues who received a bonus is shown as a percentage of all ethnically diverse colleagues in the organisation and the proportion of white colleagues who receive a bonus is shown as a percentage of all white colleagues.

## Calculating the ethnicity bonus gap

The ethnicity bonus gap measures the difference in total bonus payments between all ethnically diverse colleagues in the organisation and all white colleagues in the organisation. There are two ways we report this, as a median percentage and as a mean percentage. We also report the proportion of white and ethnically diverse colleagues who received a bonus payment.





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