

2021

Gender Pay Gap

Published April 2022

Gender Gap

Reporting Statement

MTVH is committed to being a diverse and inclusive employer and we aim to promote an environment where all our colleagues are paid fairly for their contribution.



Attracting women and those from diverse ethnic backgrounds is a huge issue that people and businesses are starting to understand. We need to have women and ethnically diverse individuals coming into our industry at the grassroots level so we can see the progression through the pipeline. Diversity in senior positions shows real culture change. Having diversity on boards means that wider issues in organisations are realised and discussed.

When it comes to equality of pay and the number of women we have in senior positions within MTVH and also the Housing Industry as a whole there is much work to do. As a sector, housing actually employs a higher proportion of women than average. But on the way to the top of our organisations, on our senior teams and boards, it's a slightly different story.

Inclusion and diversity in all its forms are very important to MTVH and we are committed to maintaining and building on our programmes to increase female and ethnicity representation at all levels. Our commitment to implement actions designed to improve gender and ethnic diversity at all levels and reduce our gender and ethnicity pay gap overall and at individual business unit level, remains undaunted. We are confident that the measures we have implemented will achieve these aims in the long term as our talent pipeline increases. However, we also recognise that despite all the good work and the focus of the actions we are undertaking, not only is there more to do, but embedding sustainable progress will take time.

Definitions

On **5th April 2021** we took a snapshot of the 2,020 relevant colleagues who fulfil the criteria from across our business areas of Corporate Services, Customer Services, Development, Finance, Property and Technology.

Full Pay Relevant Employee

A relevant employee who, during the relevant pay period was not being paid a reduced rate or nil as a result of being on leave (unpaid leave, maternity/paternity/adoption/parental, sick leave, special leave) or who were not employed during the full month of the relevant pay period (April 2021).

Relevant Pay Period

The relevant pay period in which the snapshot date of 5 April 2021 falls. For MTVH this period is 1 April 2021 to 30 April 2021. Retrospective ordinary payments in the relevant pay period due to underpayment in previous periods are excluded.

Ordinary Pay

Ordinary pay includes basic pay, allowances, pay for leave & shift premium pay. There is a deduction for benefits operated under salary sacrifice. Excluded from ordinary pay are payments for overtime, redundancy, pay related to termination of employment, expenses and benefits in kind

Scope

Using the data we have calculated the six disclosures required. The disclosures are as follows:



1

Mean Hourly Pay Gap – difference between the male and female Full Pay Relevant Employee mean Hourly Pay as a proportion of the male figure.

2

Median Hourly Pay Gap – difference between the male and female Full Pay Relevant Employee median Hourly Pay as a proportion of the male figure.

3

Mean Bonus Gap – difference between the male and female Relevant Employee mean Bonus Pay as a proportion of the male figure.

4

Median Bonus Gap – difference between the male and female Relevant Employee median Bonus Pay as a proportion of the male figure.

5

Proportion of male and female Relevant Employees receiving Bonus Pay.

6

Proportion of male and female Full Pay Relevant Employees in each Hourly Pay quartile banding.



Pay Gap

MTVH's overall aggregate mean and median gender pay gaps continue to reflect the differences in the diversity of roles performed, market pay variations, as well as the gender and demographic mix between our business areas.


The average pay for many of the specialist and technical roles particularly in Corporate Services, Property and the Development business areas, is typically higher in comparison to roles performed in our Customer Service business, including Care and Support.

Technology and Property both employ proportionately more men than women, with many of those undertaking specialised roles but a positive female pay gap is shown. Our Corporate Services, Customer Service and Care and Support business areas on the other hand are proportionately far higher in relation to women. Finance and Development areas have a more gender-balanced mix. Technology has a lower number of women compared to men but they are paid more.


Our Customer Services and Care and Support business areas combined employ approximately

53%
of our colleagues.

It is the structural differences between our business areas that is the primary reason for the size of our Pay Gap.



In 2021 the Mean Gender Pay Gap in each of our business areas ranged between -3.2 and 27 %



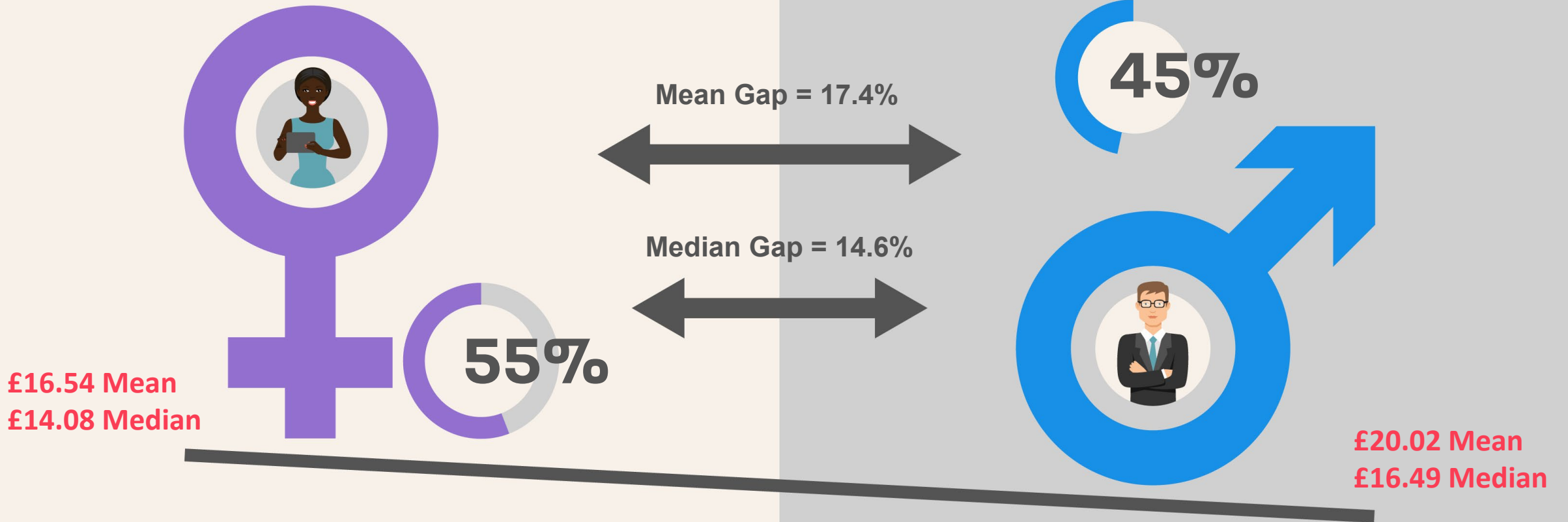
In 2021 the Median Gender Pay Gap in each of our business areas ranged between -24 and 27.2 %

Gender Pay Gap @ a glance

Headcount composition

Female 1067

Male 861



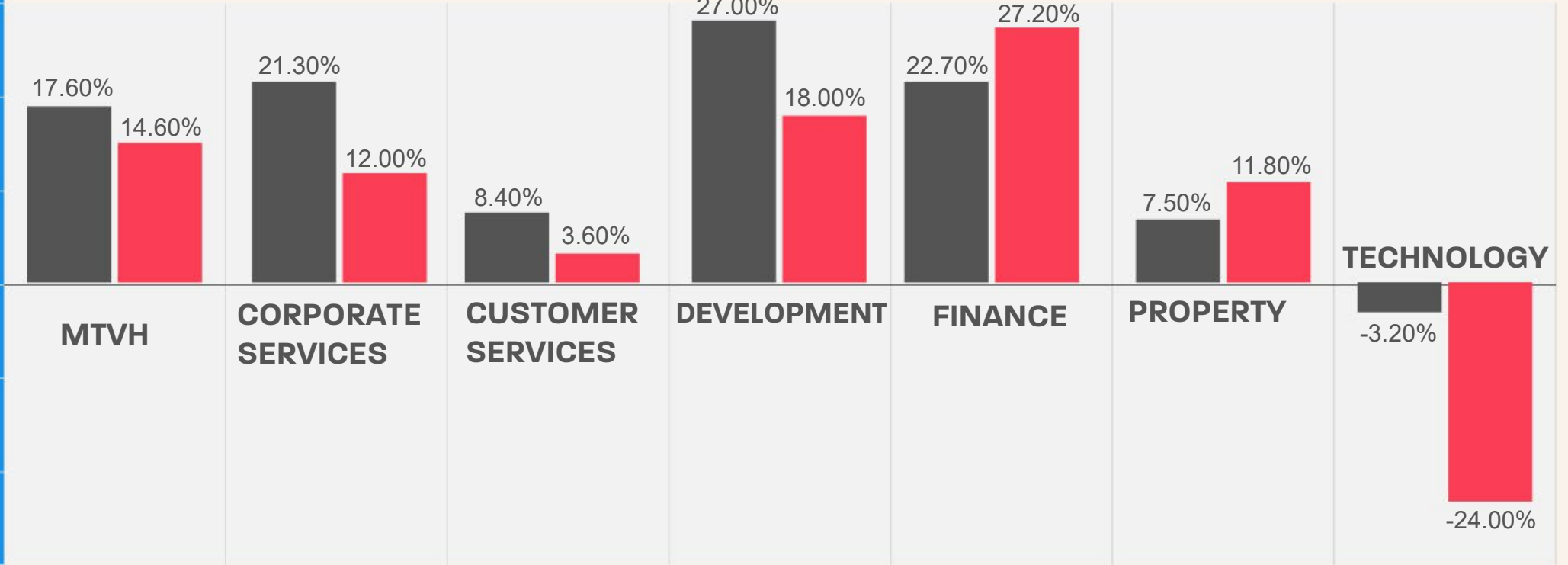
HOURLY EARNINGS



Directorate Breakdown

■ Mean
■ Median

30%
20%
10%
0%
-10%
-20%
-30%



Excludes Chief Executive headcount of 12

Headcount



1,928



77



1,014



164



144



412



105

Granular Breakdown - part 1

Item	Full Pay Relevant Employees	Gender Pay Gap		Proportion of Men/Women				
		Mean	Median	Male/Female	Lower Quartile %	Lower Middle Quartile %	Upper Middle Quartile %	Upper Quartile %
MTVH	1,928	17.6%	14.6%	M	33	42	48	56
				F	67	58	52	44
Corporate Services	77	21.3%	12.0%	M	20	32	47	42
				F	80	68	53	58
Customer Services	1,014	8.4%	3.6%	M	31	27	29	35
				F	69	73	71	65
Development	164	27.0%	18.0%	M	24	51	39	70
				F	76	49	61	30
Finance	144	22.7%	27.2%	M	32	33	58	66
				F	68	67	42	34
Property	412	7.5%	11.8%	M	61	72	83	79
				F	39	28	17	21
Technology	105	-3.2%	-24.0%	M	67	85	62	65
				F	33	15	38	35

Granular Breakdown - part 2

Item	Full Pay Relevant Employees	Gender Pay Gap		Proportion of Men/Women				
		Mean	Median	Male/Female	Lower Quartile %	Lower Middle Quartile %	Upper Middle Quartile %	Upper Quartile %
MTVH	1928	17.6%	14.6%	M	33	42	48	56
				F	67	58	52	44
Care & Support	567	1.2%	-1.0%	M	27	29	26	26
				F	73	71	74	74
Non - Care & Support	1,361	10.1%	5.0%	M	48	51	53	56
				F	52	49	47	44
Networks	201	-0.8%	7.5%	M	84	82	96	92
				F	16	18	4	8
Property (excl. Networks)	211	18.7%	26.3%	M	53	42	77	67
				F	47	58	23	33
ELT / SLT	32	-4.7%	12.6%	M	56	88	100	57
				F	44	13	0	43
Non – ELT / SLT	1,896	13.0%	14.1%	M	33	41	48	55
				F	67	59	52	45

Statutory Gender Pay Gap Disclosures by Year

MTVH is made up of two entities, one of which has less than 250 employees, which doesn't need to be reported on separately, so, we have combined them for the purpose of this report.

2020 / 2021

Employees
Relevant Employees
Full Pay Relevant Employees

Male	Female	Total
894	1126	2020
861	1067	1928

Gender Pay Gap (GPG)
Mean Hourly Pay
Median Hourly Pay
Mean Bonus Gap
Median Bonus Gap

Male	Female	GPG	Change
£ 20.02	£ 16.54	17.4%	-0.7%
£ 16.49	£ 14.08	14.6%	0.1%
£ 3,580	£ 4,147	-15.8%	-20%
£ 875	£ 1,000	-14.3%	-14.3%

% Relevant Employees Receiving a Bonus
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Male	Female	Total
3.5%	4.1%	3.8%

Pay Quartiles
Upper
Upper Middle
Lower Middle
Lower

Male	Female
56%	44%
48%	52%
42%	58%
33%	67%

2019 / 2020

Male	Female	Total
812	1079	1891
788	1002	1790

GPG	Change
18.1%	-0.6%
14.5%	2.1%
4.2%	5.3%
0.0%	3.7%

Male	Female	Total
88.8%	96.3%	93.0%

Male	Female
55%	45%
49%	51%
38%	62%
34%	66%

2018 / 2019

Male	Female	Total
815	1092	1907
792	1004	1796

GPG
18.7%
12.4%
-1.1%
-3.7%

Male	Female	Total
16.5%	15.9%	16.2%

Male	Female
52%	48%
50%	50%
44%	56%
29%	71%



Bank Workers

Bank Workers are paid an hourly rate at differing levels. For the purposes of the gender pay gap – the average hourly rates for the last 12 weeks of work carried out up to April 2021, only active bank workers were included.



-0.1%

Mean Pay Gap



3.7%

Median Pay Gap



As per the guidelines, weekly data was backdated further if a week was unworked in the last 12 weeks. Where 12 weeks could not be obtained, an average was used from the available data.

Employees	Male	Female	Total
Number of Bank Workers	21	51	72
Mean Hourly Pay	£ 9.25	£ 9.26	£ 9.26
Median Hourly Pay	£ 9.19	£ 8.85	£ 8.91

Bonus Pay Gap

In the same way that salaries increase with seniority, so too does the percentage bonus a colleague is eligible to receive.

As MTVH employs proportionately more men in senior/higher paid roles, this is the main reason why our Mean and Median Gender Bonus Gaps are relatively high.

The **MTVH bonus** pay gap uses the annual bonus data captured in the previous performance year (paid the following June) as well as other qualifying bonus payments made between 6 April 2020 and 5 April 2021 (the snapshot date).



4.1%

**Female
Received bonus**

3.8%

**Colleagues
Received Bonus**

3.5%

**Male
Received Bonus**

What we are doing at MTVH to reduce the

Pay Gap

Recruitment and promotion: Our action plans are designed to encourage more balanced gender diversity and broader reach for ethnicity in recruitment by helping us to focus on attracting and promoting diversity at all levels.

We are creating a dedicated resourcing team in the business that will be charged with reviewing the entire recruitment approach with diversity being a key focus. We will be conducting a review of attraction, job descriptions, tracking and monitoring processes as well as how we evolve our shortlist practices and selection panels. We continue to consider the approaches we take for the future ensuring collaboration with Directorates, Colleagues and Network Groups to really understand what the business needs through dialogue based on lived experience.

Our dedicated talent team is looking at how we effectively plan succession from talent spotting and development. Over the next year we will be looking at how we access the potential we have in the business and ready the progression of new talent into key roles. We have a coherent approach to apprenticeships and graduate allocation across the business.

What we are doing at MTVH to reduce the Pay Gap

Flexible working: Measures implemented by the UK Government to minimise the spread of COVID-19 meant we accelerated the provision of greater flexibility in working patterns and home working whilst still supporting the progression of our female and ethnic talent to more senior roles. With many colleagues working from home this arrangement has helped us to identify and overcome many of the barriers and working practices that previously may have prohibited flexibility, albeit we recognise that flexible working is not always practical, particularly for those working in operational roles.

We continue to develop and evolve our family-friendly approach to ensure that our organisation is able to attract and retain the talent to provide the best service to our customers whilst supporting our colleagues and contributing to modern ways of working. We want to ensure that our hybrid approach opens up opportunities to expand benefits and reduce risk.



Your work is not just about you, it's about how you remain productive as part of a broad community for which we are all responsible.

What we are doing at MTVH to reduce the Pay Gap



Career progression: We continually monitor the progression of female and ethnically diverse colleagues through our talent assessment programme and succession plans. This work is supported by a range of other Diversity & Inclusivity and Wellbeing initiatives designed to support us in achieving our ambitions.

We are supporting all colleagues and are focused on encouraging those in the early stages of their leadership journey with their Career Pathways. Colleagues have the opportunity to put themselves forward and take ownership of their own careers using a variety of upskilling tools available including formal mentoring. As part of the Colleague lifecycle, we will track the diversity profile of our talent that sits in the pipeline.

What we are doing
at MTVH to reduce the

Pay Gap

Reward practices: Work continues with the development and implementation of a new reward approach that is fully inclusive providing a full array of reward offers designed to help individuals identify career paths and the range of options open to them.

Once embedded in all of our business areas, we believe it will enable our colleagues to better understand the skills, knowledge and experience they will need to both acquire and demonstrate, to realise their career aspirations.



What we are doing at MTVH to reduce the Pay Gap

Setting our targets: For 2022 we will introduce a series of challenging gender and ethnicity diversity targets at senior manager, manager, and colleague levels that will support us in achieving our goals. Over the last year we have also reshaped the way our business looks and we will continue to evolve and develop how we measure success.

As previously stated, we are working hard to increase the diversity of our senior leadership and managerial populations. We will commit to continually measure progress from a gender and ethnic diversity perspective. All people metrics are analysed by gender and ethnicity with our Executive Team being accountable for the Corporate achievements of our gender and ethnicity balance targets.

Whilst our data shows that we have identified the correct actions, it also shows that meaningful and sustained change will take time and consistent focus by our business leaders.



What we are doing at MTVH to reduce the

Pay Gap

MTVH in the Housing Industry: The Chief Executive at MTVH currently chairs the **G15**, the group of London's largest housing associations. The **G15** is an independent, charitable organisation working collectively to solve the capital's housing crisis and improve the lives of Londoners.

MTVH works with independent professional bodies that encourage housing professionals to create a positive future for people who work in housing. The Chartered Institute of Housing, National Housing Federation, Housing Diversity Network and Business in the Community support us in promoting and establishing professional standards.

We continue to play an active part in specialist campaign groups such as **WISH-Women** in Social Housing, **Tonic** (the UK's first provider of LGBT+ affirmative housing), **Micro Rainbow** (dedicated solely to LGBTQI asylum seekers and refugees), **Change the Race Ratio** and **Race Equality Matters**. The G15 are 'founding partners' of the Mayor's Fund for London and MTVH are signatories to support the '**Firm Foundations**' campaign.

We are members of the **Government Disability Confident Scheme** and have achieved our level 2 Employer accreditation helping us to take into account how we continuously improve how we recruit, retain and develop disabled colleagues.



Colleague Network Groups

A:Gender is MTVH's colleague network group for gender equality.

Our goal is to create a supportive environment for all MTVH colleagues where they can raise gender related issues that really matter to them; that they have in common and affect them while at work. To provide a platform for all colleagues to air their concerns and, where reasonable, to seek a resolution. To draw attention to gender related issues; identifying and addressing barriers that generate inequality. We fully support MTVH with any actions in relation to reducing pay gaps and look to address this issue as one of our objectives.

Rise is MTVH's colleague network group for ethnicity

Our goal is to accelerate racial equality and inclusion with leadership, participation and allyship at MTVH. Rise support and progress a range of key diversity and inclusion workstreams to help to create a working environment and policy framework for colleagues from a mix of ethnic backgrounds which is open, supportive and promotes equality of opportunity, employee wellbeing and strengthening the colleague's voice.



Colleague Network Groups

Proud is MTVH's colleague network group for LGBTQIA+ colleagues

MTVH has a long tradition of championing equality. Our LGBTQIA+ colleague network group has been in existence for over 20 years and was responsible for us being one of the very first Housing Associations in the Stonewall Top 100 employer index. We were the only organisation which provided a refuge for LGBTQIA+ survivors of domestic abuse and have had LGBTQIA+ colleagues and supporters at all levels in the organisation, including our Chair and a CEO previously celebrated as a Stonewall Ally of the year.

Respect Ability is MTVH's colleague network group for disabled colleagues

We are supporting MTVH to become increasingly confident about disability and improving the work environment for both disabled colleagues and colleagues who care for disabled people. The network discusses ideas and solutions that affect everyone, both internal to the organisation and in the wider context. We also work to raise levels of employee engagement.





Executive Leadership

Jane Long



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We are proud that the work we are doing to reduce the pay gap is starting to impact and address what is such an important agenda in achieving equality for all. Our continued commitment will weave through every aspect of our people activities as an organisation.

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Jane Long

**Chair Diversity Inclusion Strategy Group
Executive Director of Corporate Services**



MIND THE PAY GAP

Thank you
