



Gender Pay Gap Report 2023

Championing and celebrating gender diversity





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Introduction

Championing and celebrating gender diversity



I am incredibly proud to work in an organisation where we live and breathe our values. Through these values we celebrate colleagues' different abilities, sexual orientation, ethnicity, faith and gender. Because we know that tapping into our diversity strengthens our ability to make sound decisions and deliver well for residents and customers.

We have now been publishing our gender 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 gender pay gap across the MTVH group has reduced this year to 16.5%.

While we are pleased that our mean gap has decreased, we still have work to do as it remains above the national average of 14.9%* and our median pay gap has slightly increased. Our gender pay gap is due to, firstly, having a higher number of men than women in our more senior roles, and we know that we need to increase female representation in these positions. Secondly, a disproportionate number of women work 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.

We have made good progress, but recognise that we need to work harder to remove the gender pay gap from our organisation. We are committed to doing this through setting clear actions to help us improve to support and attract talented women, equip and empower our leaders, and sustain an inclusive culture. Improvements will happen by listening to and supporting our colleagues, so they feel confident in knowing MTVH is a place where they can fulfil their potential.

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

*Office of National Statistics



We know that tapping into our natural diversity strengthens our ability to make sound decisions and deliver well for residents and customers

Our 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 opposite/below/above shows our latest gender pay gaps figures for the year end April 2023. The table sets out figures for MTVH as a whole, and also for those employees on a Metropolitan Housing Trust (MHT) contract.

Following Metropolitan’s 2018 merger with Thames Valley Housing (TVH) there are still some colleagues who hold a TVH contract. Because of the small number of TVH colleagues, the government does not require pay information about TVH contract holders to be submitted to the Gender Pay Gap reporting service.

However for the purposes of this report we will be using the MTVH figures as this includes all colleagues and so gives the best representation of our gender pay gap.

	MTVH	MHT
Gender pay gap: Mean	16.5%	14.6%
Gender pay gap: Median	15.0%	16.0%
Proportion of men/women in lower quartile pay band (%)	32% 68%	32% 68%
Proportion of men/women in lower middle quartile pay band (%)	47% 53%	44% 56%
Proportion of men/women in upper middle quartile pay band (%)	48% 52%	50% 50%
Proportion of men/women in upper pay band (%)	56% 44%	58% 42%
Gender bonus gap: median	0.0%	0.0%
Gender bonus gap: mean	5.0%	10.8%
Proportion of men who received a bonus	66.9%	64.8%
Proportion of women who receive a bonus	72.6%	71.0%

■ male ■ female

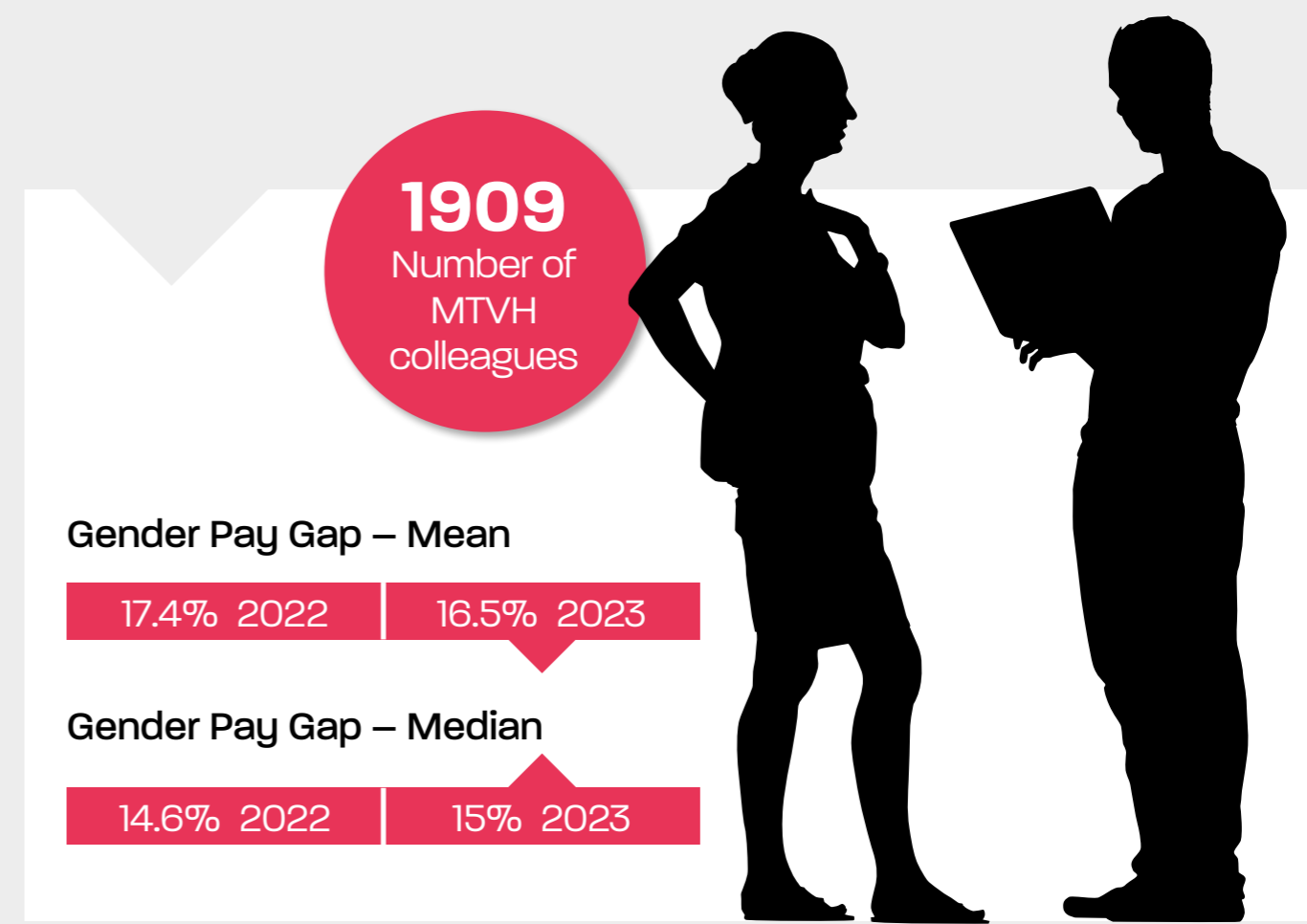
Our gender pay gap report

Our gender pay gap information in this report has been calculated using the pay data for 1909 MTVH colleagues that fulfil the relevant criteria, and covers the 12 months up to April 2023.

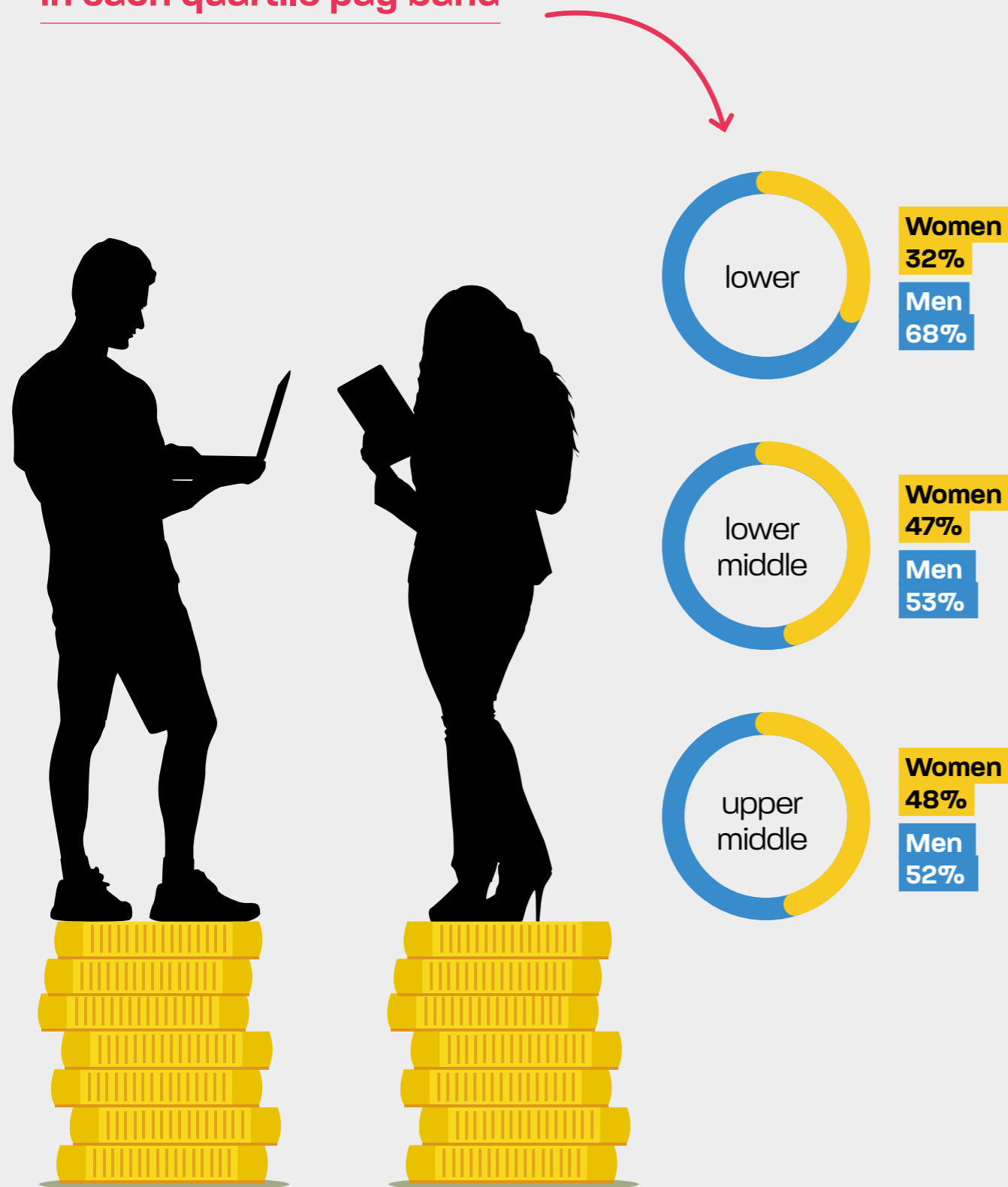
MTVH mean gender pay gap has reduced for the second year in a row, to 16.5% from 17.4%. This is slightly higher than the UK national average of 14.9% (ONS).

Median gender pay gap has slightly increased by half a percent from last year to 15% - in other words women earn 85p for every £1 that men earn when comparing median hourly pay.

Our gender pay gap is principally due to having a higher number of men in our more senior roles and a higher number of women in more junior positions. Women occupy 44% of the highest paid jobs (upper pay quartile) and 68% of the lower paid jobs (lower pay quartile).



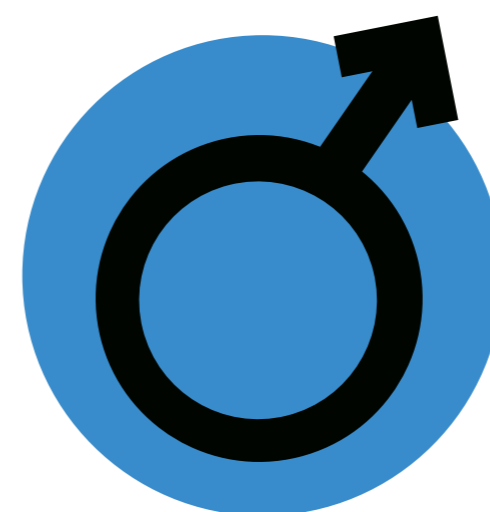
Proportion of men and women in each quartile pay band



Our gender bonus pay gap

In this reporting year, the majority of colleagues received the same one-off bonus of £400. This explains a median gender bonus pay gap of 0%. The mean gender bonus pay gap is 4% which can be explained by the existence of a small number of performance bonuses awarded.

A higher proportion of woman compared to men received a bonus last year



■ male ■ female

Gender Bonus Pay Gap – Mean

Gender Bonus Pay Gap – Median

-4.2% 2022

5% 2023

14.3% 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 women
- ➔ Equip and empower our leaders
- ➔ Sustain an inclusive culture





Support and attract talented women

Talent pipeline

We monitor the progression of female colleagues through a talent assessment programme and succession plans.

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 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

Gender neutral language is used in all touchpoints and continuous improvement around attraction, job descriptions, data tracking and monitoring, shortlist practices and selection panels are in place.

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.

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 female participants.

Coaching and mentoring for female colleagues

We work internally with Women in Social Housing (WISH) and the Housing Diversity Network (HDN) to offer bespoke coaching and mentoring to talented female colleagues.

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.



Sustain an inclusive culture

A:Gender Colleague Network Group

Our Gender Colleague Network Group, A:Gender, celebrates the success of our female colleagues, creates a supportive environment for raising gender-related issues, and works across all strands of diversity.

We have a focussed and driven Gender Network who 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. They also focus on wellbeing initiatives that are innovative and collaborative such as menopause cafes and feminine health sessions.

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. These have included senior females, 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.

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.



Understanding how we calculate our gender pay and bonus gap



What is the gender pay gap?

The gender pay gap measures the difference between men and women's average pay within the organisation, regardless of their role or seniority. This report and the data it uses refers to gender in the binary (male and female), however MTVH recognises all gender types across the spectrum. This is different to equal pay which compares the pay of men and women who perform the same role or roles of equal value.

There are two ways we must report and calculate our 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 men and all women. The mean gender pay gap is the difference between the average hourly pay for all women and the average hourly pay for all men.

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 gender pay gap is the difference between the middle figure for all women's hourly pay and the middle figure for all men's hourly pay.

Calculating our pay quartiles

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

Calculating the gender bonus gap

The gender bonus gap measures the difference in total bonus payments between all women in an organisation and all men in an organisation. There are two ways we must report this, as a median percentage and as a mean percentage. We also must report the proportion of men and women who received a bonus payment.

Mean (bonus)

The mean is the average figure when you consider the bonus payments for all men and all women. The mean gender bonus gap is the difference between the average bonus payment for all women and the average bonus payment for all men.

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 gender bonus gap is the difference between the middle figure for all women's bonus payments and the middle figure for all men's bonus payments.

Proportion of colleagues to receive a bonus

The proportion of women who received a bonus is shown as a percentage of all women in the organisation and the proportion of men who receive a bonus is shown as a percentage of all men in the organisation.



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