

2023-24 Gender Pay Gap Report for Metropolitan Housing Trust Limited

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 2023/24. The table sets out figures for those employees on a Metropolitan Housing Trust (MHT) contract and MTVH as a whole.

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.

Our Gender Pay Gap figures

	MHT	MTVH
Gender pay gap: Mean	14.2%	16.5%
Gender pay gap: Median	14.2%	16.0%
Proportion of men/women in lower quartile pay band (%)	31/69	32/68
Proportion of men/women in lower middle quartile pay band (%)	43%/57%	47%/53%
Proportion of men/women in upper middle quartile pay band (%)	47%/53%	46%/54%
Proportion of men/women in upper pay band (%)	58%/42%	56%/44%
Gender bonus gap: Median	0%	0%
Gender bonus gap: Mean	-11.4%	-27%
Proportion of men who received a bonus	81%	82%
Proportion of women on received a bonus	79%	80%

Male/ Female

Statement

For MTVH, 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 is slightly higher than the UK national average of 14.8% (*House of Commons library and ONS*). 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 clear 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.

By harnessing our diversity, we ensure that our workplace is not only inclusive, welcoming and fair, but also better able to deliver our vision that everyone should have a decent home and the chance to live well.