

Metropolitan Housing Trust Ltd

Gender Pay Gap Report (for April 2018) published April 2019

Introduction

Metropolitan Housing Trust Ltd merged with Thames Valley Housing in October 2018, however, we are reporting our figures this year as separate entities as we had not merged in April 2018, which was the snapshot date. Our organisation is now called Metropolitan Thames Valley Housing (MTVH) and is headed up by Chief Executive, Geeta Nanda. We have around 57,000 homes spread across London, the South East, East Midlands and East of England.

This year we have reported on all colleagues for Metropolitan Housing Trust Ltd including Networks. Last year Networks were not included as they were a separate entity with under 250 colleagues. This inclusion has partially contributed to the increase in the median figure.

Our gender pay report shows we are heading in the right direction for the mean gender pay gap but we are keen to ensure that we continue to reduce the gap in the forthcoming years.

The Figures

As required, we have shown the six key metrics required under the rules on gender pay gap reporting. The findings are based on earnings paid in the month including 5 April 2018. The bonus pay gap is based on bonuses paid in the 12 months preceding this date. The differences in male and female average earnings for Metropolitan Housing Trust Ltd are:

Criteria	April 2018	April 2017
The mean gender pay gap – female earnings are lower than male earnings by:	16.6%	23.3%
The median gender pay gap – female earnings are lower than male earnings by:	16.3%	14.8%
The mean gender bonus gap - female bonuses are lower than male bonuses by:	49.9%	53.7%
The median gender bonus gap - female bonuses are lower than male bonuses by:	38.5%	57.1%
The proportion of males receiving a bonus:	2.9%	8.5%
The proportion of females receiving a bonus:	3.4%	5.2%

Pay quartiles by gender

Band	Male	Female
Lower Quartile	24.75%	75.25%
Lower Middle Quartile	40.93%	59.07%
Upper Middle Quartile	48.78%	51.22%
Upper Quartile	52.70%	47.30%

Last year our gender pay gap figures were comparable to other Housing Associations of a similar size. This year we are below the anticipated national average of 17.9% for the mean gender pay gap which is a real achievement (source: Office for National Statistics, April 2018).

Commentary

We are very pleased that almost half of the colleagues in the top quartile pay bracket are women (47.3%). Additionally, over half of those in the median to upper quartile of pay are women at 51.22%. Where the gap exists is at the lower salary levels; the reason for this is that the demographic mix and pay profile of our organisation has a significant effect on the outcome of the gender pay gap analysis at lower pay levels. Over a third of all our colleagues are in care and support roles. These jobs are more likely to be undertaken by women in all areas of the country. Combined with this, the cost of social care provision is tightly controlled by the commissioning bodies. This limits the level of pay available for care and support roles. These two factors have influenced the outcome of the gender pay gap analysis.

We are aware that our bonus gap needs work, and are keen to address this. The figures are due to the fact that the much larger bonus payments were made to Directors and the majority of these posts were filled by men. The numbers of bonus payments made throughout the organisation were small as can be seen from the proportion of both female and male colleagues receiving a bonus. Although both the mean and median figures are high in comparison to the national average, these figures are both down from last year (2017's bonus gap mean was 53.7% and the median was 57.1%).

What will we do to address the gender pay gap?

During the last year, Metropolitan Housing Trust (MHT) joined in partnership with Thames Valley Housing (TVH) to form a new entity known as Metropolitan Thames Valley Housing (MTVH). As an organisation, our ultimate aim is to be a leader in our field and an inclusive employer of choice with Equality, Diversity and Inclusion (EDI) interwoven into the very fabric of our business. We have climbed 34 places to 154 in this year's Stonewall Index. Our new EDI strategy is emerging and we will be ready to talk about it soon. We understand the impact of career breaks and part-time working due to being a carer may affect female career progression within our organisation, meaning that a larger proportion of higher-paid bands are filled by men.

We are undertaking a number of initiatives to assist in the reduction of our gender pay gap, as follows:

Reporting and Key Performance Indicators (KPIs)

We are planning to look at gender and diversity figures quarterly rather than waiting until they become due for reporting each April. This will enable us to ensure that our figures are heading in the right direction on a quarterly basis and that the initiatives we are putting in place are working. To further help integrate and simplify our systems, the board approved the development and rollout of PowerBI as MTVH's main reporting tool. This has been worked on since we merged, as it is used by both organisations and affects most areas of the organisation.

Family Friendly Policies

We are continuing to work on our policies to ensure that they meet the needs of women returning to work after a period of leave. We support women returning from maternity, adoption and caring leave to increase their chances of career progression further down the line.

Development Opportunities

We have set up an online learning and development system to ensure that all colleagues can work at a time and place that suits them best. We support learning and development and encourage colleagues to obtain work-related qualifications.

People Powered Hour

This is an opportunity for colleagues to talk to the Senior Management Team and to ask any questions they may have. This can relate to any topic including the gender and ethnicity pay gap.

Colleague Groups

We are encouraging all colleagues to participate in "colleague groups" as a valuable and important use of their time spent at work. These groups play a huge part in implementing strong EDI practices in our culture. We want our colleagues to keep conversations going on all EDI issues: gender, LGBT+, faith, disability and things that can hold back women's progression like caring responsibilities. By understanding more we can reduce our gender pay gap.

Webinars

We have conducted live streamings via our intranet to celebrate LGBT+ History Month, hosted by Metro (our LGBTQ+ colleague group). A panel of colleagues shared their experiences and answered questions. This streaming remains available to watch at a time best suited to colleagues.

New Pay and Benefits Structure

We are working towards the implementation of a new pay and benefits structure in 2020. This will ensure that all post holders are fairly remunerated for the role they undertake, with no bias based on the characteristics of the individual filling the post.

Flexible Working Policy

We consider all colleagues for flexible working. Where it is practical for this to be granted we will do so.

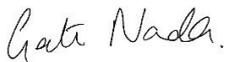
New Ways of Recruiting

We are launching a new recruitment package soon to ensure that we can track the gender of candidates. We will then be able to use this information to ensure that we are conducting recruitment campaigns in a way which will reduce our gender pay gap.

Statement from the Chief Executive

As a social housing organisation we are committed to equality and diversity and our aim is to reduce our gender pay gap year on year. We have made a strong start by reducing our mean gender pay gap to 16.6% in 2018 and are looking forward to improving on this in 2019 as a result of the initiatives we have in place. We will continue to research and implement best practice in order to reduce the gender pay gap.

Metropolitan Housing Trust Ltd confirms the information in this statement is accurate.



Geeta Nanda
Chief Executive