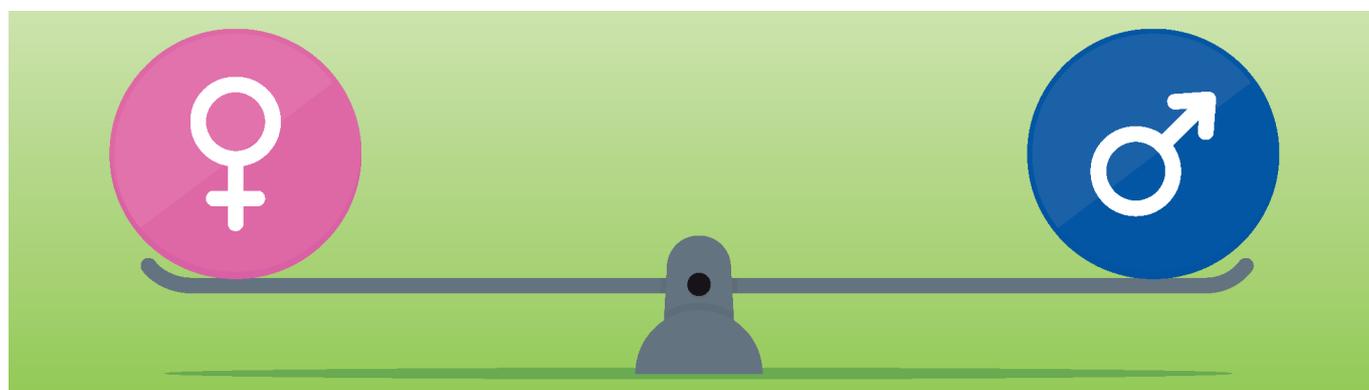


2018 Gender Pay Gap Report for Vale of Aylesbury Housing Trust

The Vale of Aylesbury Housing Trust continues to welcome and support gender pay gap reporting across the private and public sector. We have published an annual gender pay gap report that shows the difference in average male earnings compared to average female earnings. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, there are six prescribed indicators to be reported upon.

This is our report for the snapshot date of 5 April 2018:

Indicator	Description	Men 	Women 	Gap	UK Average
Mean pay gap	The difference between the mean hourly rate paid to men and women.	£19.39	£16.86	 13.0%	N/A
Median pay gap	The difference between the median hourly rate paid to men and women.	£16.31	£15.59	 4.4%	 17.9%
Mean bonus gap	The difference between the mean bonus paid to men and women.	£1,816.00	£1,106.00	 39.1%	N/A
Median bonus gap	The difference between the median bonus paid to men and women.	£1,546.80	£739.00	 52.2%	N/A
Bonus proportions	Bonus proportions paid to men and women.	84.7%	83.7%	 1.0%	N/A



The mean is the mathematical average for all men and women employees. The mean gap is the difference between men's and women's average pay.

The median is the middle value paid to all men compared to the middle value paid to all women employees. The median gap is the difference between the midpoints in the ranges of men's and women's pay.

The following table highlights proportions of men and women employees in each quartile pay band within the Trust:

Band	Men 	Women 
Lower quartile	30.2%	69.8%
Lower middle quartile	46.0%	54.0%
Upper middle quartile	61.9%	38.1%
Upper quartile	57.8%	42.2%

We determined the hourly rate of pay for men and women employees and ranked those employees in order from lowest paid to highest paid. We divided into four sections, each comprising an equal number of employees, to determine the lower, lower middle, upper middle and upper quartile pay bands.

Our statement

It is important that equality and diversity is at the heart of everything we do, both as a service provider and employer. Therefore we must continue to create and maintain a culture where people can be themselves, regardless of gender or any other attribute or choice.

We ensure employees are treated equally at all times, ensuring they have the same opportunities for employee development, recognition and reward. Women make up 48.3% of our workforce and 50% of our managers.

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48.3% of our workforce



50% of our managers

Since reporting our figures last year, although our mean pay gap has remained the same (13.0%), we are pleased that the median pay gap at the Trust has reduced to (4.4%) which compares favourably with the median pay gap of the UK economy (17.9%)¹. More women now occupy our upper quartile pay band (42.2%) vs (37.1%) in 2017.

We will also continue to focus on improving our bonus gap. There are three main reasons why this is a challenge for us:

- We have fewer women in senior leadership positions.
- We have fewer women working as Trade Operatives (who attract higher levels of bonus based on productivity).
- A far higher proportion of our women work part time.

We believe that our median and mean pay gap compares favourably due to our proactive commitment to maintain diversity and inclusion, which include:

- In early 2018, we introduced the following on all our job adverts:
 - *"...we especially welcome applicants who identify as female, in addition to BAME applicants and applicants who have status as having a disability part of our ongoing commitment to Equality and Diversity."*
 - It is encouraging that since this introduction, over the last 12 months, 55.8% of our job applications are from female candidates.
- In 2018, we reintroduced "blind recruitment" which increased the objectivity of recruitment decision making so that candidates are assessed on their skill, experience and suitability for the role and lessened the risk of bias. Our recruitment and internal promotions continue to be based on merit using a competency-based approach against objective and non-discriminatory criteria.

- Our Equality and Diversity Policy is regularly reviewed by the Board and at a senior level setting out the principles and high standards expected at the Trust. In addition an annual update on equality and diversity is provided to the Board summarising key actions during the year.
- An online performance management programme which ensures that objectives are managed in a fair and consistent way. This is the foundation for our performance related pay structure, recognising strong performance and highlighting opportunities fairly.
- Pay is determined by a job evaluation system, based on non-discriminatory factors. Job evaluation provides a systematic and consistent approach to defining skills and experience needed for the role. Only the job itself is evaluated, not the person doing it.
- An Employee Consultative Committee that is our forum for partnership working and information sharing across the Trust. We consult through this Committee on terms and conditions of employment.
- We are committed to providing all employees with the opportunities to excel in their current and future roles by supplying a comprehensive programme of learning and development. This includes:
 - Workshops focussing on working together and valuing each others' preferences aligned to our value 'Open-minded and innovative' e.g. the MBTI (Myers Briggs) and SDI (Strength Deployment Inventory). These sessions focus on how we get the best from ourselves and others.
- Mandatory equality and diversity training for all with regular refresher training.
- We will continue to prioritise Equality Impact Assessments in 2019 which will reinforce our commitment to equality and diversity at all levels of the business.

Although our gender pay gap analysis results are encouraging, we are not complacent. We will keep our own performance under ongoing review and seek to continuously improve the experience of all of our employees in respect of equality, diversity and inclusion.

I confirm that the information in this statement is accurate.

Stephen Stringer
Chair of Vale of Aylesbury Housing Trust

¹ Office of National Statistics Annual Survey of Hours and Earnings October 2018

Vale of Aylesbury Housing Trust

Fairfax House, 69 Buckingham St, Aylesbury HP20 2NJ | Tel 01296 732600
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