

# GENDER PAY GAP REPORT 2023



VITA STUDENT



## GENDER PAY GAP STATEMENT

**Over the last year, Vita Student has gone from strength-to-strength opening new residences across the country. As we grow as a platform, our headcount continues to grow and our core mission, ‘to create environments in which people can thrive’ only gets greater, especially within our workforce.**

This means we're dedicated to giving everyone who works within the business an equal footing, providing them with the tools they need to excel. With growth comes more governance, more reporting, and a greater requirement to externalise information – for some organisations this could be problematic, however, it's when we come to this kind of process, creating our first gender pay gap report, we get the opportunity to see the hard work which came before it and can feel immensely proud.

Remuneration matters, that's why across the business, roles are paid equally, we want our people to love what they do and feel valued for it, knowing they're working for an inclusive business which provides equal opportunities.

It's also why our Everest programme provides everyone with the opportunity to join the business at an entry level and rise through the business to senior management. In a business which is growing at a rapid pace, we value people who share our values and are keen to make our stage, their show. It's this inclusive, people first approach which will ensure every time we come to carry out an exercise such as this, discrepancies should be limited, forming a basis for future improvement, and providing more people with greater opportunities regardless of their background.

The results are incredibly encouraging and as you'll see, show that women within the business play a vital role, holding the largest seat and commanding slightly greater pay.



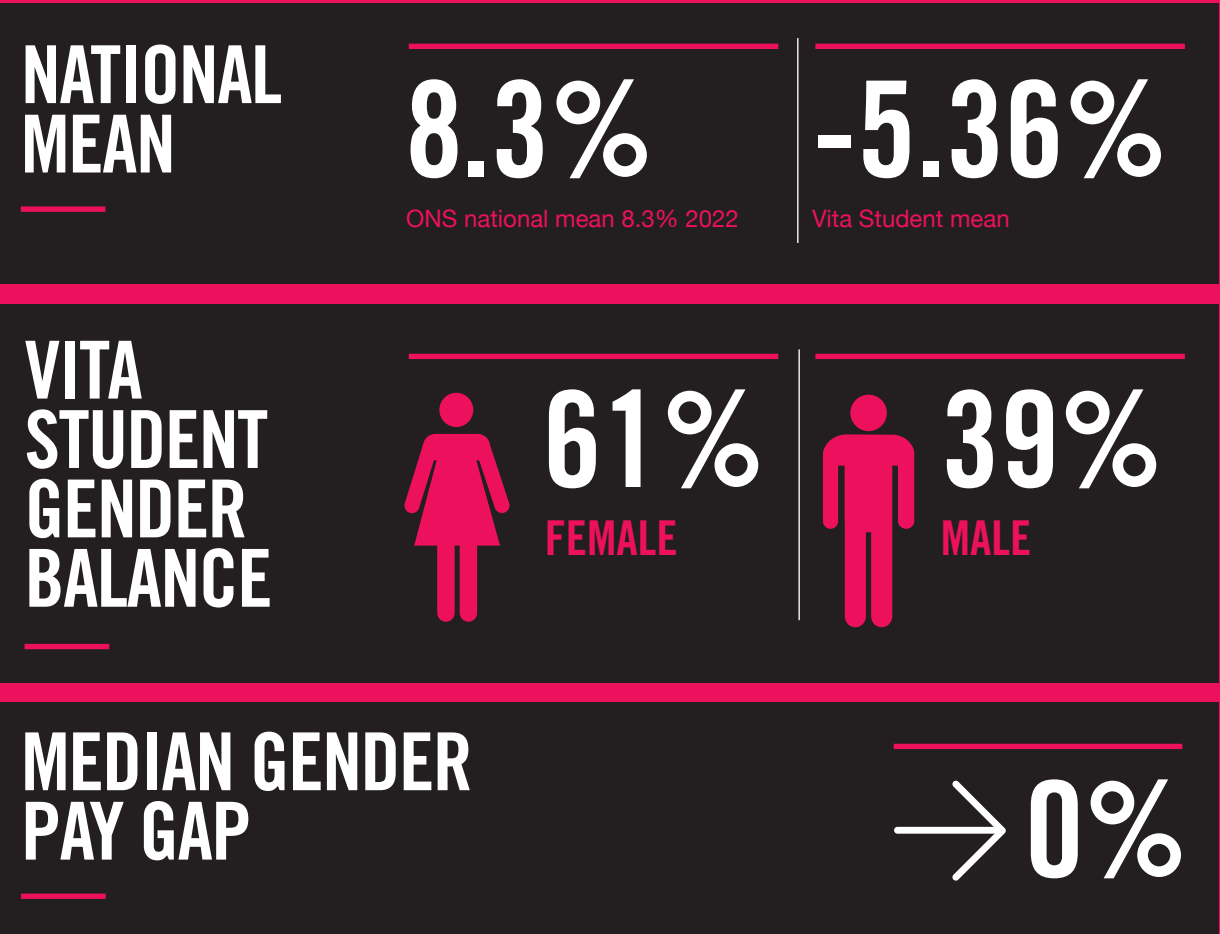
*Laura Swindells*

**Laura Swindells**  
Chief of Staff.

VITA STUDENT GENDER PAY GAP REPORT

# MEAN & MEDIAN GENDER PAY GAP

Vita Student’s DNA is quite different to many organisations, and where nationally there is a mean gender pay gap of circa 8.3% in favour of men, Vita Student’s mean gender pay gap is -5.36%, showing women achieve a greater rate of pay across the business. This is predominately down to the business having a greater proportion of female staff working in senior positions, in fact, the gender split within the business is 61% female and 39% male, with that figure rising to 63% female vs 37% male in the upper pay quartile. Vita Student’s Median Gender Pay Gap is 0%.



Percentage of men and women by hourly pay quartiles, A being lowest and D being highest hourly pay quartile.

BAND	MALES	FEMALES	MEAN GENDER PAY GAP
A	10%	90%	3%
B	59%	41%	0%
C	53%	47%	0%
D	37%	63%	-26%

As you can see from the table, the mean gender pay gap is predominately balanced across the business until the upper pay quartile. This is typical of any organisation which has a gender imbalance within its senior leadership team. For Vita Student, females in the upper pay quartile roughly outweigh males two (63%) to one (37%) which results in women achieving 26% greater pay.

It’s when the data is compared against comparable roles, it’s clear that the business remunerates its employees equally. The gender pay gap for housekeepers is 0%, for customer service assistants it is 0%, for residence managers it is 1%, and in sales the gender pay gap is again just 1%.





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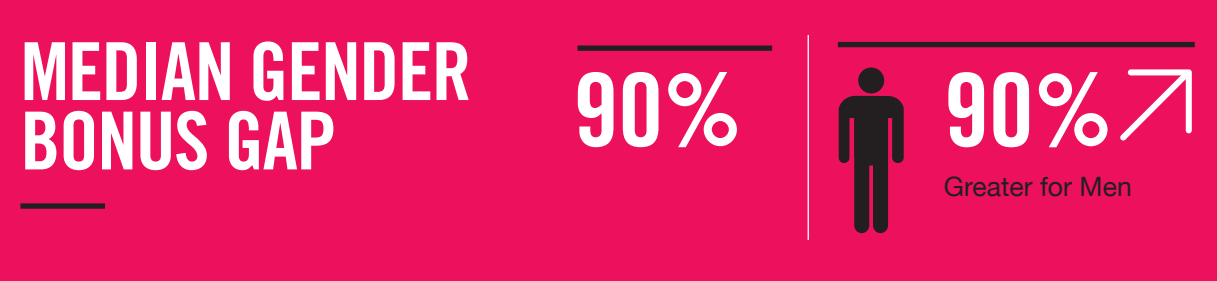
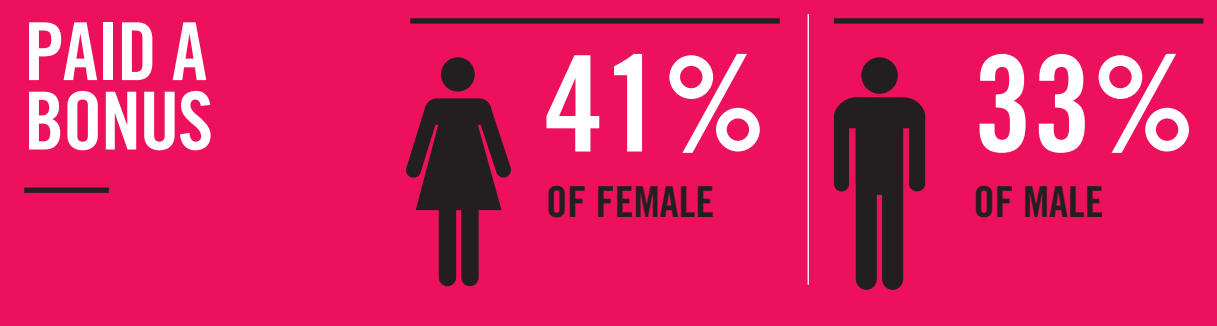
# MEAN & MEDIAN GENDER BONUS GAP

April 2021 to April 2022 was something of an unusual year for the business with bonuses paid to more staff than ever. This was as a thank you for delivering exceptional levels of service during the pandemic under particularly difficult circumstances.



As a result, 33% of male employees received a bonus and 41% female employees received a bonus, and the mean gender bonus gap is -5% in favour of women. Due to the higher volume of people achieving a bonus during this pay period and the higher proportion of females within the business as a whole, the median gender bonus looks disproportionately out of sync at 90% in favour of men.

When you remove the bonus for delivering outstanding service during covid from the results, the picture looks different. Vita Student paid bonuses to 18% of its female workforce and 17% of its males. This changes the dynamic of the median average, with a -31% median bonus pay in favour of women. In these figures the mean bonus also aligns with the higher pay quartile band (D) with women achieving 20% greater bonuses, again showing there are more women within the business in senior management positions achieving greater pay.





# VITA STUDENT ACTION PLAN

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It's fantastic to see that Vita Student is a progressive employer which pays equally across its different pay bands regardless of gender, but that doesn't mean there isn't work to do. Female employees outweigh male employees in senior positions, meaning quite unusually, men are underrepresented – as a result, we'll be reviewing our recruitment process to ensure a fair representation of all genders are reaching interview and selection stages.





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