

# GENDER PAY GAP REPORT 2024.

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A year on from our first Gender Pay Gap report, it's great to see how once again the business has grown, improved, and evolved. Over the last year we've opened new residences in Warwick and Cardiff and with the growth of the brand, comes a growing workforce.

Vita Student remains true to our mission "creating environments in which people can thrive" and one of those environments is the workforce. We're committed to providing our people with an equal footing, providing them with the tools they need to excel and giving them the opportunity to flourish. We know our colleagues want a career which challenges them, rewards them, and importantly remunerates them, and so pay, and equal pay across the roles we create is incredibly important to us. It's also why we place great value in our Everest programme, providing colleagues the opportunity to join the business at an entry level position and rise through the business to senior management.

It's great to see how over the last year, our gender pay gap has narrowed, with colleagues in the same roles rewarded equally regardless of their gender.



*Laura Swindells*

Laura Swindells  
Chief of Staff.

April 22 – April 23

## GENDER PAY GAP STATEMENT

**A year on from our first Gender Pay Gap report, it's great to see how once again the business has grown, improved, and evolved. Over the last year we've opened new residences in Warwick and Cardiff and with the growth of the brand, comes a growing workforce.**

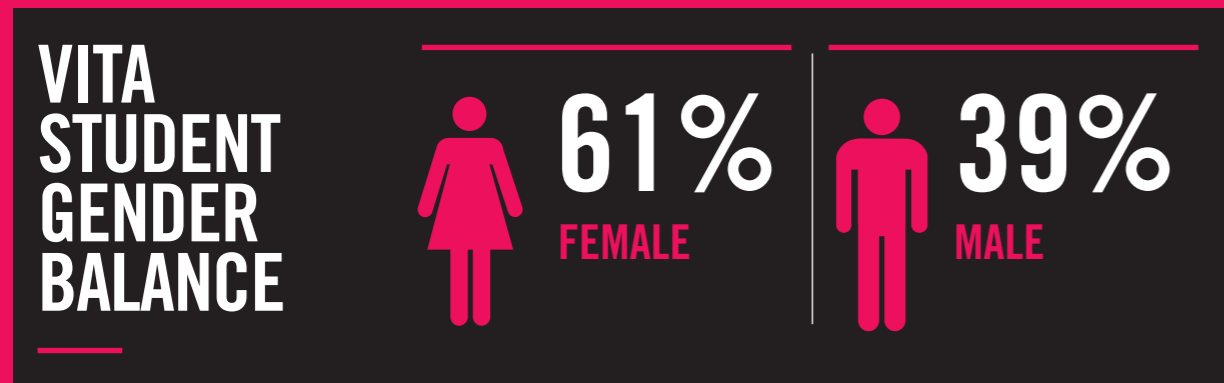
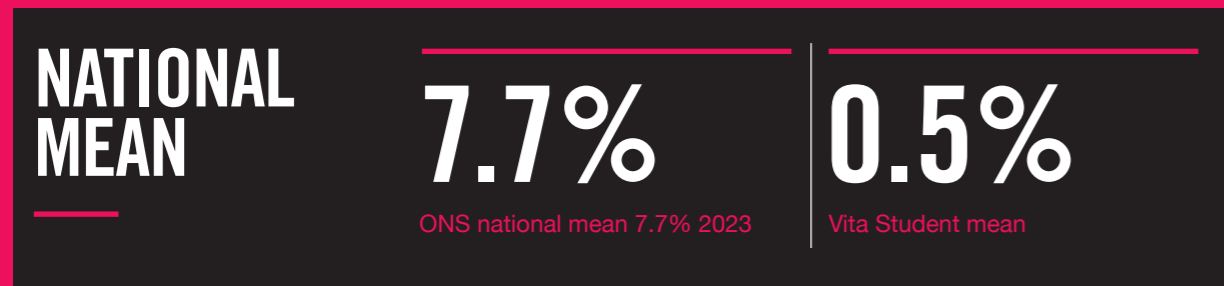


VITA STUDENT GENDER PAY GAP REPORT

# MEAN & MEDIAN GENDER PAY GAP

Vita Student's DNA is quite different to many organisations with a slight gender imbalance in favour of women and with a greater proportion of women in all pay quartiles apart from the upper middle hourly pay quartile (C), with a 39:61 ratio of men to women across the business as a whole.

In last year's report, the business reported a mean gender pay gap of -5.36% in favour of women. Over the last year, as the result of slightly more even gender balance in the upper pay quartiles, the business has closed its gap, and as a result, the mean gender pay gap is 0.52%. It means the average hourly rate for men is £12.74 and for women it's £12.67. Our median gender pay gap remains at 0% with the median hourly rate of pay £11.50. As a result, the business continues to be more balanced and perform better the national average, which shows men achieving 7.7% greater pay. (ONS April 2023 results)



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	19%	81%	3.2%
B	43%	57%	0%
C	53%	47%	-0.8%
D	41%	59%	-6.5%

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 to one.

When the data is compared against comparable roles, it's clear that the business remunerates its employees equally. For our Housekeepers, there's a -1.36% pay gap in favour of women, which is as a direct result of London weighting. For our Customer Service Advisors, there's a 0% pay gap. For our residence managers, there's a -4.1% imbalance in favour of women, however this is as a result of differences in the buildings they manage e.g. more women managing larger sites with more residents.



VITA STUDENT GENDER PAY GAP REPORT

# MEAN & MEDIAN GENDER BONUS GAP

Where April 21-22's results were slightly skewed as a result of a large number of employees receiving a bonus for delivering exceptional levels of service during the pandemic under particularly difficult circumstances, this year's report is more representative of a normal year, with 14% of colleagues receiving a bonus.



Bonuses were relatively evenly split with 14.6% of men receiving a bonus and 14.3% of women receiving a bonus. With a higher volume of women within the business and employed within the upper pay quartiles, the mean gender pay gap on bonuses is -22% in favour of women and the median is -18% in favour of women.

PAID A BONUS



14.3%  
OF FEMALE



14.6%  
OF MALE

MEAN GENDER BONUS GAP

-22%



22% ↗  
Greater for Women

MEDIAN GENDER BONUS GAP

-18%



18% ↗  
Greater for Women

# VITA STUDENT ACTION PLAN

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It's fantastic to see progress across the business with a more evenly split pay across the different pay bands. Quite unusually, women continue to outweigh men in the upper pay quartile, and this continues to (like any organisation with a gender imbalance one way or the other in its senior leadership team) create a gender pay gap. As a result, we'll be reviewing our recruitment process to ensure a fair representation of all genders are reaching interview and selection stages.





# VITA STUDENT GENDER PAY GAP REPORT 2024

