



GENDER PAY GAP REPORT 2025.



At Vita Student, we are committed to fostering an inclusive workplace where all employees have equal opportunities to succeed. Our mission, “creating environments in which people can thrive,” extends beyond our residences and into our workforce. We believe that fair pay, career development, and equal opportunities are fundamental to our culture and long-term success.

This report outlines our gender pay gap data as of 5th April 2024, highlighting our progress, key contributing factors, and our ongoing efforts to ensure pay equity across all roles within the business.

I can confirm that the information reported is accurate and meets the requirements of the Equality Act in 2010 (Gender Pay Gap Information) Regulations 2017.



Laura Swindells

Laura Swindells
Chief of Staff.

April 23 – April 24

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VITA STUDENT GENDER PAY GAP REPORT

UNDERSTANDING OUR REPORTED DATA

Our gender pay gap data is based on a snapshot taken on 5th April 2024, in line with statutory reporting requirements. The figures we report reflect both hourly pay rates and bonus payments across our workforce.

- **Hourly Pay (Mean & Median Gender Pay Gap):**

The gender pay gap is calculated using hourly rates of pay as of 5th April 2024. This includes basic salary and additional earnings from the relevant pay period, ensuring a comprehensive view of pay differences.

- **Bonus Pay (Mean & Median Bonus Gender Pay Gap):**

The bonus pay gap reflects all bonuses awarded in the twelve months leading up to 5th April 2024. This could include annual performance bonuses, commission, long-service awards, and other discretionary payments.

- **Proportion of Employees Receiving a Bonus:**

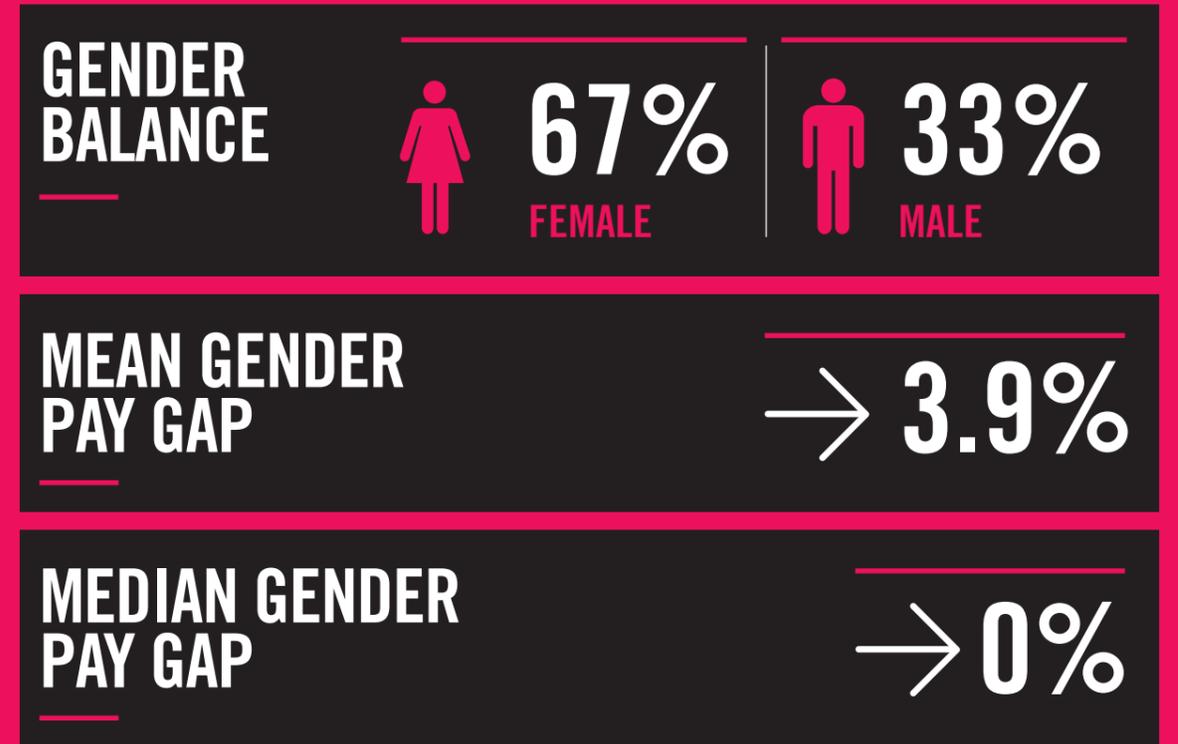
We also report the percentage of male and female employees who received a bonus within the same twelve-month period, highlighting trends in bonus distribution across the business.

- **Pay Quartiles:**

Our workforce is divided into four equal pay quartiles, showing the proportion of males and females within each pay band. This helps to identify any gender representation trends across different salary levels.

OUR GENDER PAY GAP FIGURES

Females continue to make up the majority of our workforce, reflecting a consistently strong female representation across the business.



This year, the mean gender pay gap has been influenced by the composition of our senior management team, where the structure of higher-paying roles has impacted the overall average. While this affects the mean calculation, the median gender pay gap remains at 0%, demonstrating that, when comparing individuals in similar roles, pay remains balanced across genders.



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PAY QUARTILES

QUARTILE	MALES	FEMALES	MEAN GENDER PAY GAP
Lower	13%	87%	0%
Lower Middle	51%	49%	0%
Upper Middle	39%	61%	0%
Upper	32%	68%	9.8%

When considered alongside the overall workforce composition—67% female and 33% male—the distribution across quartiles appears broadly aligned. The higher proportion of females in both the lower (87%) and upper (68%) quartiles reflects the wider gender balance within the business, rather than indicating any significant imbalance. In the lower quartile, this is largely due to the presence of housekeeping roles, a function in which females are traditionally overrepresented across the industry.

Mean pay calculations in the lower, lower middle, and upper middle quartiles reveal no gender pay gap, indicating that employees in comparable roles are paid equally. In contrast, the 9.8% mean gender pay gap in the upper quartile is driven by a greater variation in salaries within this group. This quartile includes a mix of senior leadership positions and roles with higher incentive-based earnings, both of which can have a disproportionate impact on the overall mean.



GENDER BONUS GAP RESULTS

RECEIVED BONUS PAY



19%
FEMALE



21%
MALE

MEAN GENDER BONUS GAP

→ -64%

MEDIAN GENDER BONUS GAP

→ -55%

A slightly higher proportion of males received a bonus (21%) compared to females (19%); however, many females occupy roles that are not part of bonus schemes, which impacts the overall distribution. Despite this, females received higher average bonuses, largely due to their greater representation in Residence Manager roles across larger sites and senior operations positions, where performance-related incentives are typically higher.



OUR ACTIONS & COMMITMENTS

While our gender pay gap figures remain steady and balanced, we remain focused on maintaining a fair and inclusive environment for all employees. The following areas reflect where we will continue to apply attention and care to support consistency, opportunity, and representation across the business:

- **Commitment to Fair Pay**

We will continue to monitor our reward structures, pay policies, and progression opportunities to support a fair and consistent approach.

- **Recruitment & Representation**

We recognise that our female-to-male ratio has increased year on year and will continue to monitor our external and internal recruitment processes to ensure fair representation across all genders at the interview and selection stages.

- **Career Progression & Leadership Development**

We are committed to the delivery of our Bronze, Silver & Gold programme, providing all genders with equal opportunities to progress from entry-level roles to senior management. Additionally, we will offer leadership training to all people managers, supporting their development and growth within the business.

FINAL REFLECTIONS

We are encouraged by the consistency of our gender pay gap results, which reflect a stable and fair approach to pay across the business. We recognise the value in ongoing reflection and maintaining a workplace where all employees feel supported and rewarded. We will continue to observe and evolve our approach where needed, ensuring that fairness, opportunity, and inclusivity remain part of our culture as Vita Student continues to grow.



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