

# Gender Pay Gap Report 2025/26.

VITA STUDENT



**Our mission, “*creating environments in which people can thrive,*” extends beyond our residences and into our workforce. We believe that fair and consistent pay, alongside opportunities for development and progression, are fundamental to our culture and long-term success.**



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 and consistent pay, alongside opportunities for development and progression, are fundamental to our culture and long-term success.

This report outlines our gender pay gap data as of 5th April 2025, providing an overview of our results and the key factors influencing them, alongside the approach we continue to take to maintain fairness across the business.

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



*Laura Swindells*

**Laura Swindells**  
Chief of Staff.

# Understanding Our Reported Data

Our gender pay gap data is based on a snapshot taken on 5th April 2025, 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 2025. 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 2025. This could include annual performance bonuses, commission, long-service awards, and other discretionary payments.

## Proportion of Employees Receiving a Bonus:

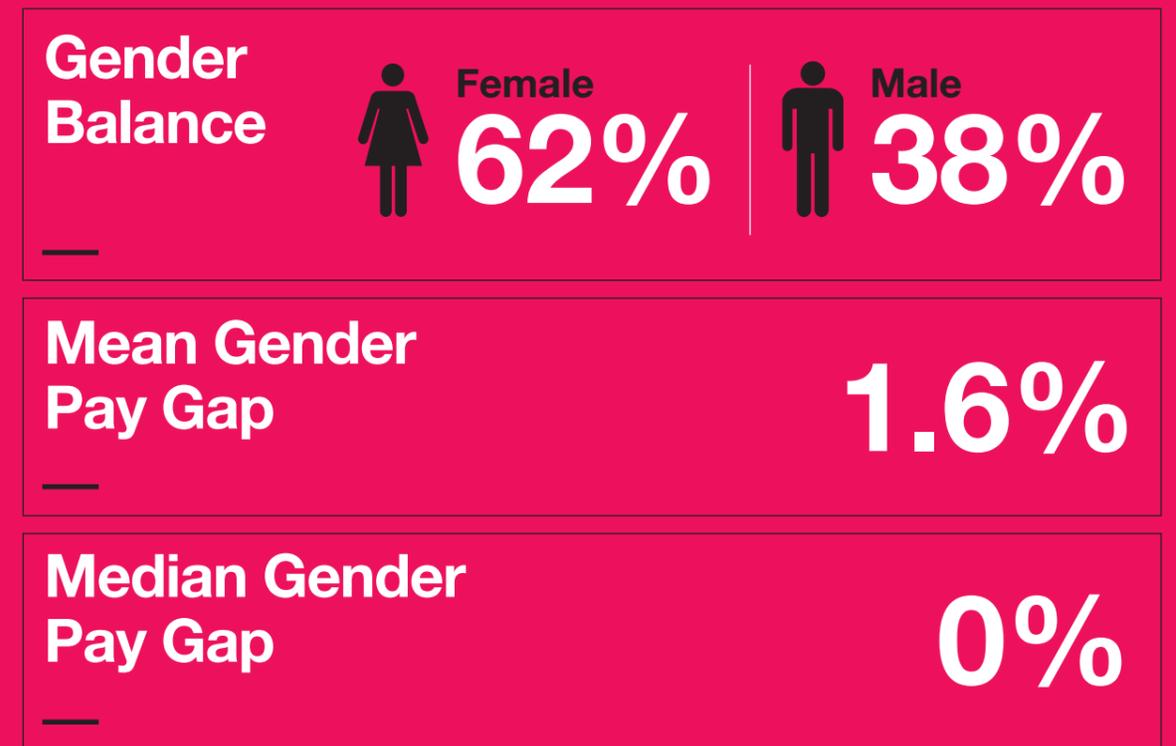
We also report the percentage of male and female employees who received a bonus within the same twelve-month period, highlighting trends in bonus distribution across the business.

## 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 strong female representation across the business.



This year, the mean gender pay gap has reduced to 1.6%, reflecting a more balanced distribution of earnings across the business. While the mean is influenced by the structure of higher-paying roles, the median gender pay gap remains at 0%, demonstrating that, when comparing individuals in similar roles, pay remains balanced across genders.

# Pay Quartiles

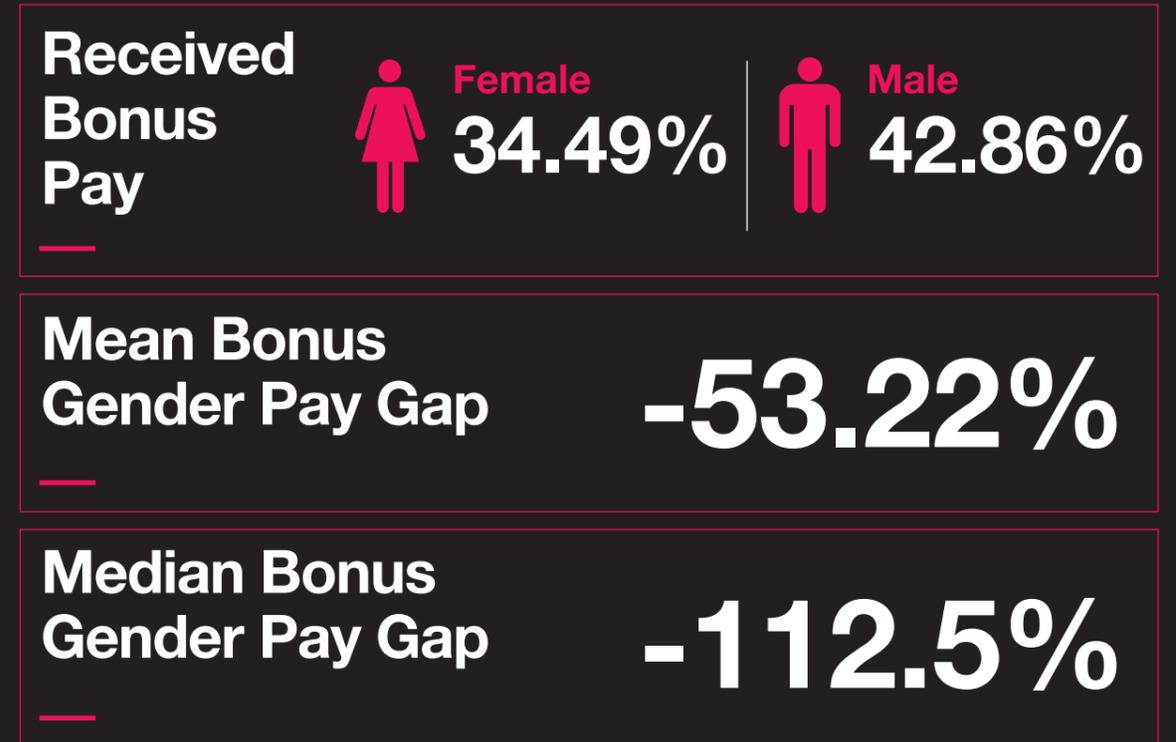
QUARTILE	MALES	FEMALES	MEAN GENDER PAY GAP
Lower	14%	86%	-0.15%
Lower Middle	53%	47%	-0.35%
Upper Middle	48%	52%	0%
Upper	37%	63%	3.9%

When considered alongside the overall workforce composition - 62% female and 38% male - the distribution across quartiles remains broadly aligned. The higher proportion of females in both the lower (86%) and upper (63%) quartiles reflects the overall gender balance within the business, rather than indicating any significant imbalance. In the lower quartile, this continues to be largely driven by 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 show minimal or no gender pay gap, indicating that employees in comparable roles are paid equally. In the upper quartile, the 3.9% mean gender pay gap reflects greater variation in salaries within this group. This quartile includes a mix of senior leadership roles and positions with higher incentive-based earnings, which can influence the overall mean.

# Gender Bonus Gap Results

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



A higher proportion of males received a bonus compared to females; however, a higher proportion of females occupy roles that are not part of bonus schemes, which impacts overall participation. Despite this, the mean and median bonus gender pay gap remain in favour of females, largely due to their representation in Residence Manager roles across larger sites and senior operational positions, where performance-related incentives are typically higher.

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# 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 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 continued delivery of our Bronze, Silver & Gold programme, providing all genders with equal opportunities to progress from entry-level roles to senior management. We will also continue to build upon our leadership training for people managers, supporting their development and growth within the business.





# Final Reflections

This year's results continue to reflect a balanced and consistent approach to pay across the business. We recognise the importance of ongoing review and maintaining a workplace where all employees feel supported and appropriately rewarded. We will continue to keep our approach under consideration, ensuring fairness, opportunity, and inclusivity remain embedded within our culture as Vita Student continues to grow.





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