



Vista gender pay gap report

On 5 April 2018 Vista had 274 employees. Of these, 242 were women and 32 were men. We have used full pay hourly rates, as at this date, to calculate the following gender pay information.

Gender pay gap data

Vista's mean gender pay gap is 22.1%. Vista's median gender pay gap is 5.4%.

No bonus payments are made to Vista employees.

Pay quartiles by gender

The following table shows the percentage of male and female employees in each quartile of the Vista's pay range.

| | Male | Female | Description |
|---|-------|--------|---|
| A | 13.0% | 87.0% | Includes all employees whose hourly rate places them in the lower quartile |
| B | 7.2% | 92.8% | Includes all employees whose hourly rate places them in the lower middle quartile |
| C | 7.4% | 92.6% | Includes all employees whose hourly rate places them in the upper middle quartile |
| D | 19.1% | 80.9% | Includes all employees whose hourly rate places them in the upper quartile |

Measures to address the gender pay gap

Vista is led by a Trustee Board and our policy is to pay equally for the same or equivalent work, regardless of gender. All our jobs are evaluated using a factor-based job evaluation scheme. We aim to achieve equitable gender representation at senior levels in the organisation, thereby reducing the gender pay gap, through effective hiring practices which ensure that we do not discriminate in our recruitment process. We have a culture which actively values and promotes diversity and equality of opportunity, and in line with this commitment will continue to close the gender gap by treating individuals fairly, with dignity and respect regardless of their age, disability, sex, race, religion or belief, sexual orientation, marital/civil partnership status, pregnancy/maternity or gender reassignment. These are the 'Protected Characteristics' set out in the Equality Act 2010. We will continue to review our progress in this area. I confirm that the information in this statement is accurate.

Glyn Rees-Jones

Director of Resources