

Gender Pay Gap Report

2021



Halton
Housing

Gender Pay Gap Report 2021

We remain in a positive pay gap in both Mean (1.3 positive) and Median (3.0) positive and our Executive team are 2/3 female.

More female than males received a bonus in this financial year.

Areas for improvement are attracting more of a balance in our lower middle quarter which is predominantly trades and is the quartile most underrepresented.

Our Leadership team is 57/43 (4m/3f) in favour of men however when combined with the executive team this comes to an even split.

We will continue trying to actively encourage women into our trades to address the inconsistency in this quarter and keep checking our progress to keep our healthy balance.

Gender Pay Gap Analysis:

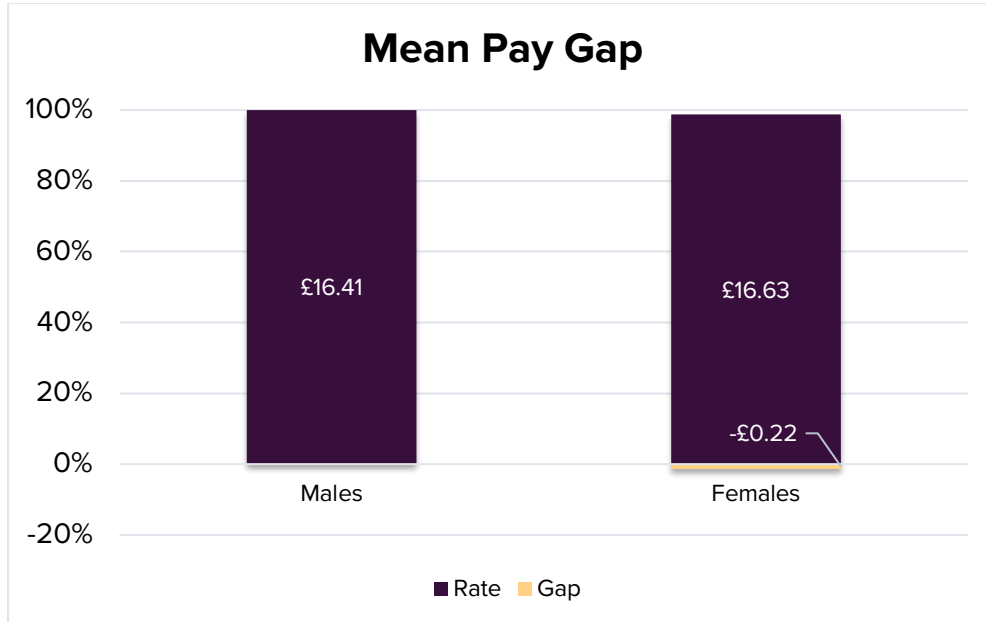
	Mean	Median
Males	£16.41	£15.10
Females	£16.63	£15.56
Pay Gap	-£0.22	-£0.46
% Pay Gap	-1.3	-3.0

	Lower Quartile	Lower Middle Quartile	Upper Quartile
Min	£9.47	£12.75	£17.33
Max	£12.75	£15.10	£72.75
% Males	47.8	65.2	57.4
% Females	52.2	34.8	42.6

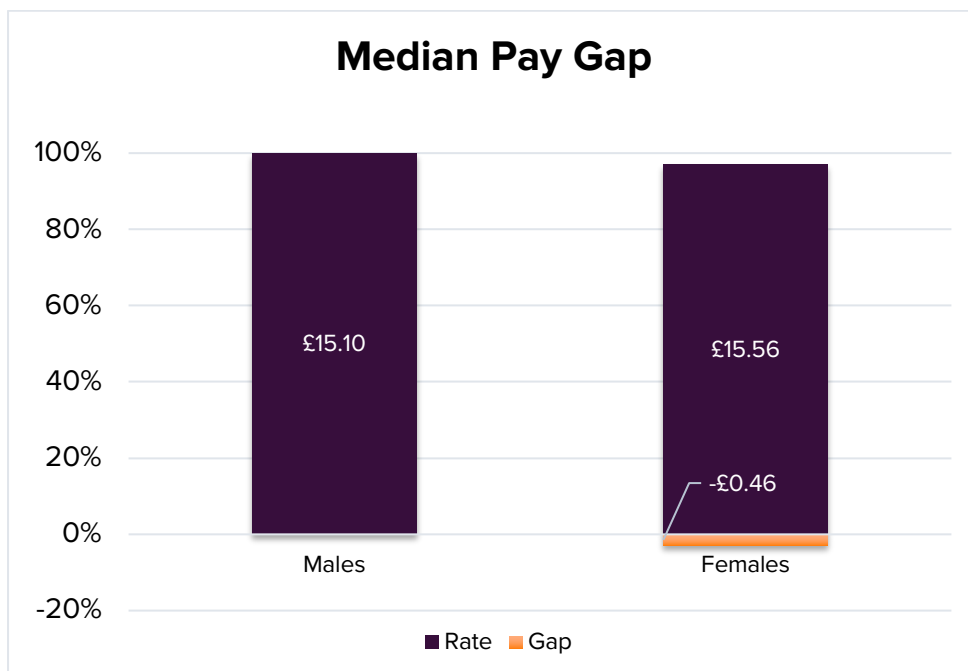
	Received Bonus	Mean	Median
% Males	94.7	£821.42	£900.00
% Females	95.9	£810.96	£900.00
% Bonus Gap	-1.2	1.3	0.0

Pay and Bonus Gap Analysis:

Mean Hourly Pay		
Gender	Rate	Gap
Males	£16.41	
Females	£16.63	-£0.22

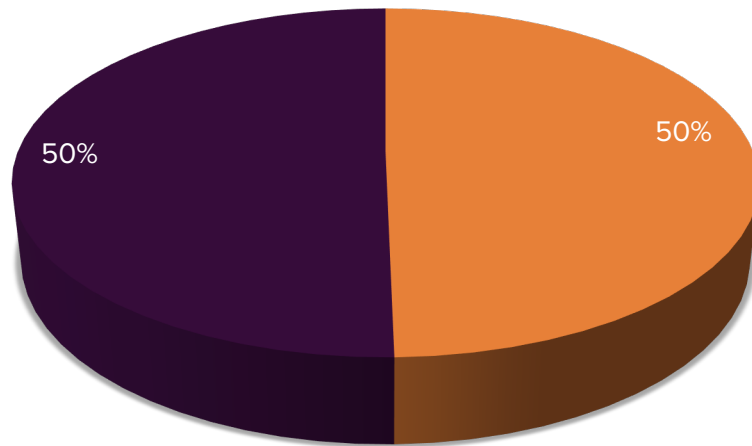


Median Hourly Pay		
Gender	Rate	Gap
Males	£15.10	
Females	£15.56	-£0.46



Bonus Pay Gap		
Males	Females	
94.7	95.9	

Bonus Recipients by Gender



■ Males ■ Females

Quartiles Analysis:

Quartile Analysis		
Quartile	% Males	% Females
Lower Quartile £9.47-£12.75	47.8	52.2
Lower Middle Quartile £12.75-£15.10	65.2	34.8
Upper Middle Quartile £15.10-£17.30	50.7	49.3
Upper Quartile £17.33-£72.75	57.4	42.6

