



Halton
Housing

GENDER PAY GAP REVIEW

Halton Housing operates a totally flexible working culture meaning, where operationally possible, staff are encouraged how to work their hours and from what location. Our ethos is work is something you do and not somewhere you go. This gives colleagues within the organisation to achieve a healthy work/life balance and makes career our career opportunities a lot more gender neutral.

THIS GRAPHIC IS A SNAPSHOT OF HALTON HOUSING THROUGHOUT 2019

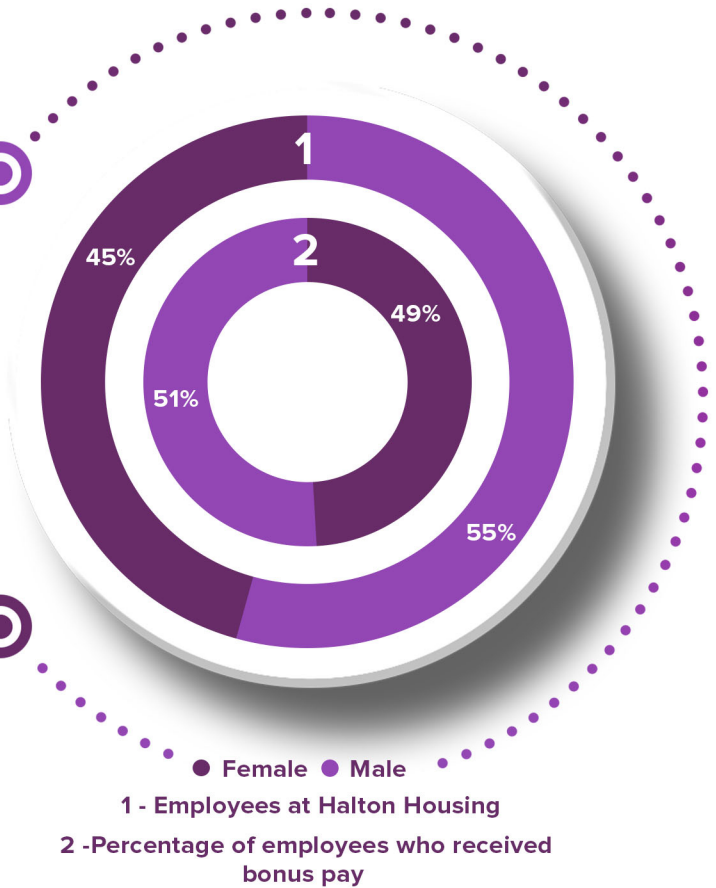
Mean Pay Gap:
Women have a mean pay gap of 1% in favour of women at Halton Housing



Median pay gap:
Overall women have a positive pay gap of approximately 12.5%



Average salaries show just a X% gap in favour of female employees



● Female ● Male

1 - Employees at Halton Housing

2 - Percentage of employees who received bonus pay



Difference in mean hourly rate of pay
-£0.16



Difference in median hourly rate of pay
-£1.61



Difference in mean bonus pay
0.5%



Difference in median bonus pay
0%

WHAT DOES THIS MEAN?

In 2019 we have maintained our positive gender pay gap showing as -1 in the mean quartile and -12 in the median quartile. Due to interim arrangements and a gap in our Executive team the male presence in our upper quartile is unusually high for Halton Housing however this is already addressed through the recruitment of our new female CEO. The representation of women in senior management (upper middle quartile) is still in a positive trend

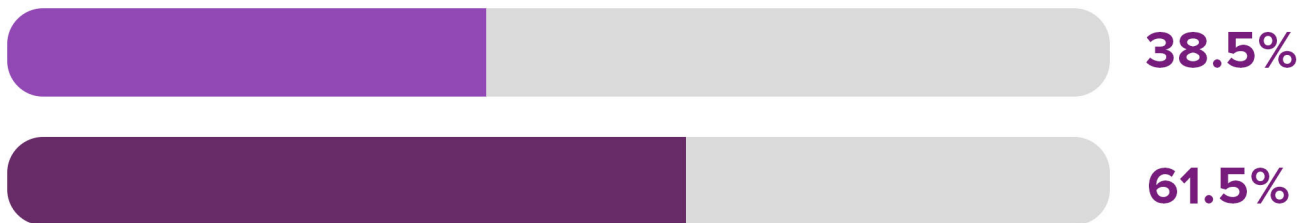
towards women and lower middle quartile again being boosted in the favour of males due to this quartile being made up of trades who boost their salary through overtime. The representation of women in this area of the business is still an area of opportunity for Halton Housing. 2019 did see a shortening of bonus gap between men and women from 7.6 to 1.8 which is a result of less women on maternity leave during the last financial year.

COMPANY PAY QUARTILES



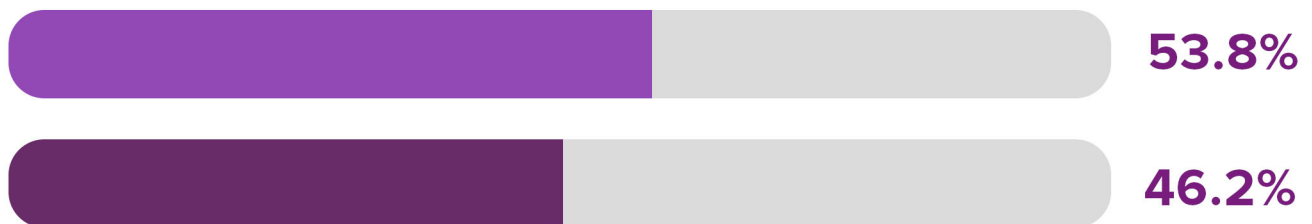
UPPER QUARTILE

£17.28 - £75.03



UPPER MIDDLE QUARTILE

£13.69 - £17.28



LOWER MIDDLE QUARTILE

£11.28 - £13.69



LOWER QUARTILE

£6.41 - £11.21

