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## Halton Housing Gender Pay Gap Report

### Summary

Halton Housing are a not-for-profit Housing Association, which currently owns and manages 7,000 homes across the North West. Halton Housing operates a total flexible working culture meaning, where operationally possible, staff are encouraged to choose how to work their hours and from what location. Our ethos is that work is something you do and not somewhere you go. This gives colleagues within the organisation the ability to achieve a healthy work/life balance and makes our career opportunities a lot more gender neutral.

### Headline statistics

- 44% of Halton Housing employees are female
- 56% of Halton Housing employees are male
- Women have a positive pay gap of approximately 14% at Halton Housing
- Difference in mean hourly rate of pay -3%
- Difference in median hourly rate of pay – 4.4%
- Difference in mean bonus pay 0.9%
- Difference in median bonus pay 0%
- Percentage of employees who received bonus pay 78.8% male 79.7% female

### Statistics breakdown

This report is a snapshot of the business as of 20th April 2017, and at that time there were 307 employees, 135 females to 172 males making up a 44/56% split. In the top two quartiles of the business the split is more or less reflected with a slightly higher shift in the upper middle quartile. In the lower middle quartile, we see a much larger representation of male colleagues. On reviewing the information in this quartile, it is clear that the extra earning power of people in trade positions who can earn overtime and extra on call payments has moved many male colleagues from the lower quartile into the lower middle causing much more of a gender split. In addition to this the organisation TUPE transferred the cleaning team in November 2016. The cleaning team along with apprentices make up part of the lower quartile, the team of six are all female.

Halton Housing offers an open and transparent salary system called KPlan which evaluates roles on a series of six factors. All salaries within the organisation are

published so that all colleagues can see clearly where their salary sits within the wider pay framework. The split shows that this salary structure supports gender neutrality with average salaries showing just a 0.25% gap in the favour of female employees. The median pay gap will reflect that there is a high proportion of male employees in the lower middle quartile. This along with a large representation of women in director level positions on the Leadership Team means that overall women have a positive pay gap of approximately 14%.

This report has highlighted a couple of immediate actions for Halton Housing, firstly to look at the pay structure of the cleaning team as their transferred terms and conditions currently sit outside of the organisations' pay structure as the only members of the organisation currently paid at National Minimum Wage. Secondly, Halton Housing does not have any female representation in any trade positions. Whilst this is a male dominated sector of employment, there are positive steps the organisation can take to see if it is possible to introduce more women into this area via the recruitment process. There are also positive steps the organisation can take when looking to recruit apprenticeships to the trade areas to attract more female candidates. Working with experts in the trade field and looking at how the organisation can widen the recruitment search and attract candidates for vacancies from both genders will help make the workforce more equitable.

Overall, the report shows that with a strong flexible working culture and transparent remuneration practises have helped create an organisation that works hard towards gender neutrality. Halton Housing will always seek to enhance and improve practises and work hard to maintaining and improving the gender split on an ongoing basis. This report does not contain members of the board.