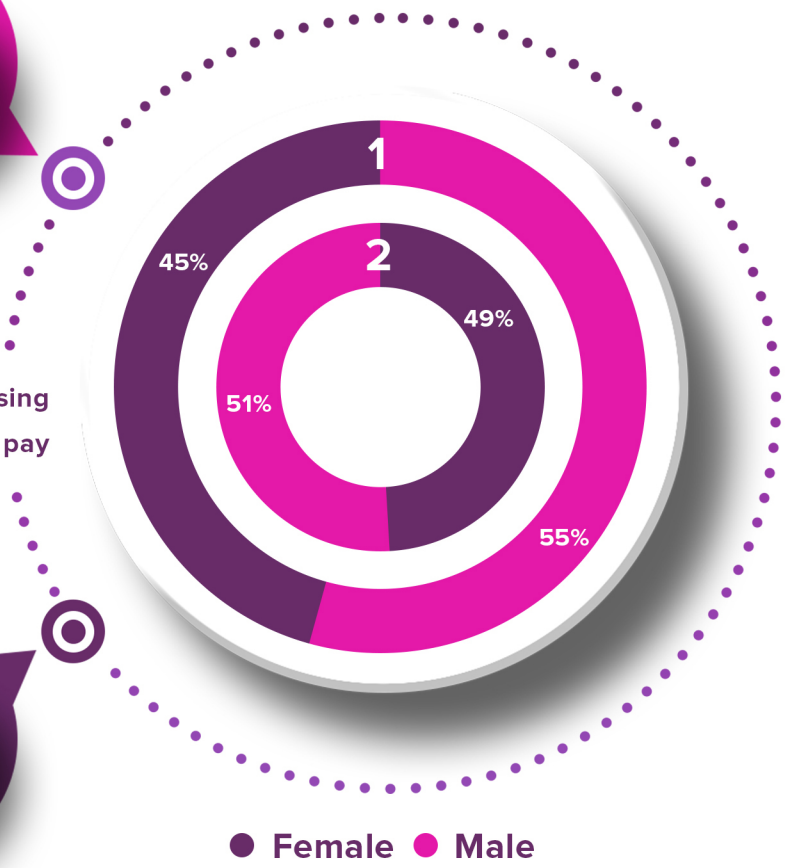
Halton Housing

GENDER PAY GAP REVIEW 2019

Halton Housing operates a totally flexible working culture, whereby colleagues are encouraged to work in a flexible way appropriate to the needs of the organisation. Our ethos is that 'Work is something you do and not somewhere you go'.

This enables colleagues within the organisation to achieve a healthy work/life balance and provides career and development opportunities that are much more gender neutral.

Mean Pay Gap:
A mean pay gap of 1% in favour of females at Halton Housing



1 - Employees at Halton Housing

2 - Percentage of employees who received bonus pay

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

Difference in mean hourly rate of pay
-£0.16

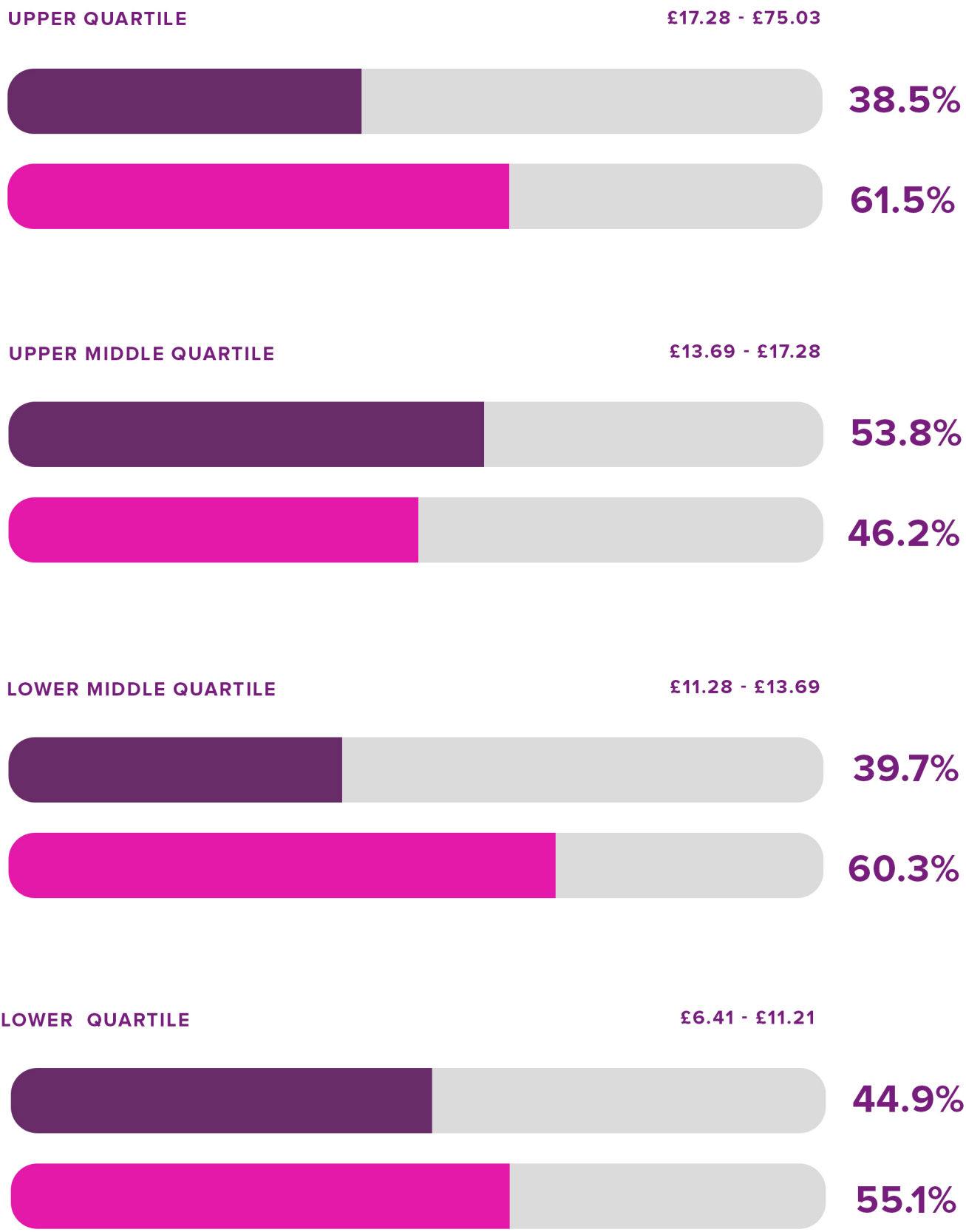
Difference in median hourly rate of pay
-£1.61

Difference in mean bonus pay
0.5%

Difference in median bonus pay
0%

WHAT DOES THIS MEAN?

In 2019, Halton Housing maintained its positive gender pay gap report showing as -1 in the mean quartile and -12 in the median quartile. Due to interim arrangements and a gap in Halton Housing's Executive Team, the male representation in the upper quartile is unusually high for Halton Housing however, this is since addressed by the appointment of two females within the Executive Team (Group Chief Executive and Chief Operating Officer). The representation of females in senior management posts (upper middle quartile) continues to demonstrate a positive trend towards females. The lower middle quartile demonstrates a positive representation of males due to nature of the roles at this level which are predominantly Trades-based, salaries are further bolstered by regular additional payments e.g. overtime.

The representation of females in this area of the business remains an area of opportunity for Halton Housing. 60% of Halton Housing's Leadership Team is made up of females. In 2019 the business has experienced a narrowing of the gap payable as bonus between males and females from 7.6 to 1.8 which is in part due to less women on maternity leave during the 2018/2019 financial year.

COMPANY PAY QUARTILES