

GENDER PAY GAP REVIEW 2020



Halton
Housing

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.'

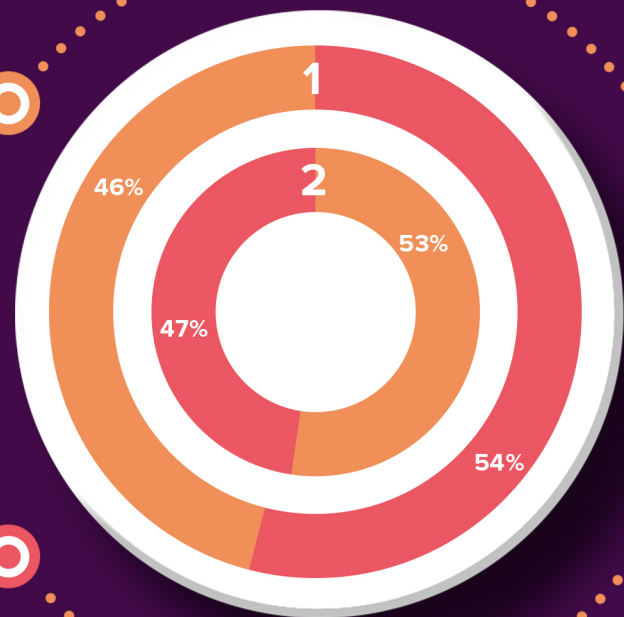
This enables colleagues within the organisation to achieve a healthy work/life balance and provides career and development opportunities that are much more gender neutral.

Mean Pay Gap:
A mean pay gap of 5.7% in favour of females at Halton Housing



1 - Employees at Halton Housing

2 - Percentage of employees who received bonus pay



● Female ● Male

Median pay gap:
Overall females have a positive pay gap of approximately 1.5%



Difference in mean hourly rate of pay
-£0.83



Difference in median hourly rate of pay
-£0.20



Difference in mean bonus pay
7.0%



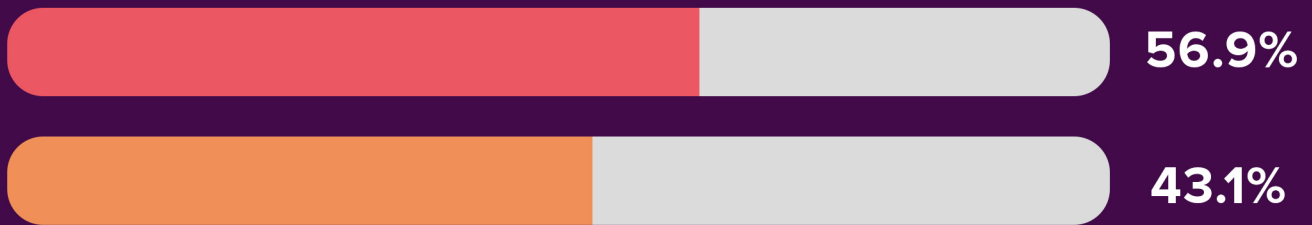
Difference in median bonus pay
0.0%



COMPANY PAY QUARTILES

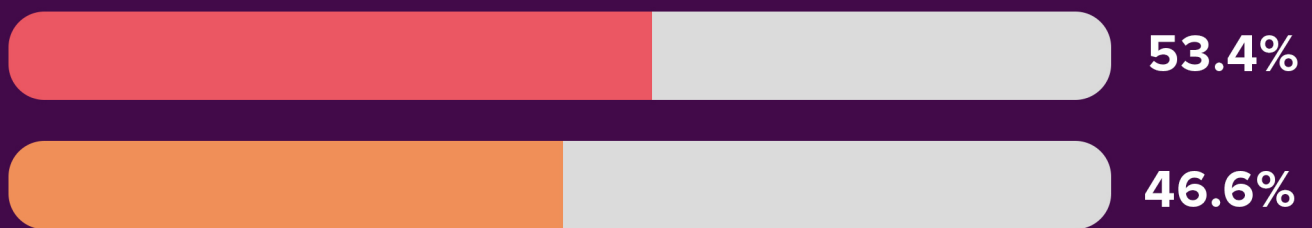
UPPER QUARTILE

£16.68-£71.32



UPPER MIDDLE QUARTILE

£13.11-£16.68



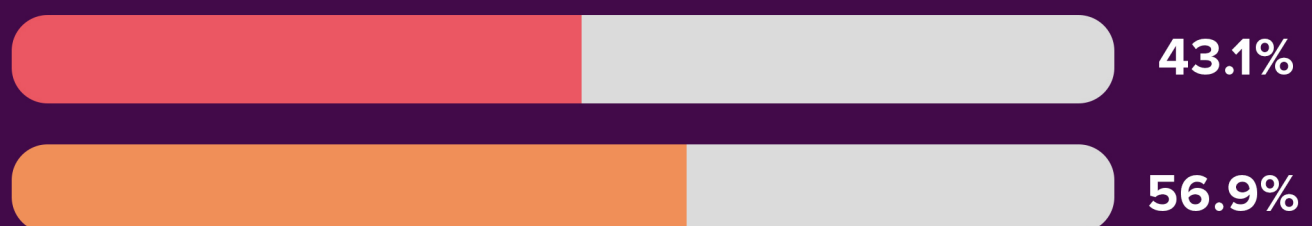
LOWER MIDDLE QUARTILE

£11.76-£13.06



LOWER QUARTILE

£0.00-£11.76



● Female ● Male