

# Gender Pay Gap Report

2023



**Halton**  
Housing



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Halton Housing remains in a positive Gender Pay gap, this is mainly due to the high number of females in the middle and upper quartile.

There is still work to be done in female representation in the lower middle quartile which is predominantly trades.

Our bonus shows a 5.9% in favour of men for the bonus. This is caused by a mixture of maternity deductions and the ratio of leavers who were women and left before receiving bonus being higher than male.

### Gender Pay Gap Analysis:

	Mean	Median
<b>Males</b>	£17.91	£15.75
<b>Females</b>	£19.32	£18.33
<b>Pay Gap</b>	-£1.41	-£2.58
<b>% Pay Gap</b>	-7.9	-16.4

### Pay and Bonus Gap Analysis:

	Received Bonus	Mean	Median
<b>% Males</b>	77.2	£682.02	£700.00
<b>% Females</b>	71.3	£664.85	£700.00
<b>% Bonus Gap</b>	5.9	2.5	0.0

### Quartiles Analysis:

Quartile	% Males	% Females
Lower Quartile £6.54 - £14.55	55.6	44.4
Lower Middle Quartile £14.55 - £17.00	63.8	36.2
Upper Middle Quartile £17.00 - £19.38	48.8	51.2
Upper Quartile £19.38 - £76.79	45	55