

Gender Pay Gap Report

2025



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Halton Housing continues to maintain a favourable gender pay gap this year. Our median pay gap stands at -4.4%, and our mean pay gap is almost gender neutral at -0.1%, both in favour of women. This positive position is largely due to strong female representation in the upper quartile.

There is still work to do in improving female representation in the lower middle quartile, which remains predominantly trade roles.

When it comes to bonuses, 88.4% of women received a bonus compared to 82% of men, showing a higher proportion of women meeting performance criteria. The median bonus amount is equal for both genders, while the mean bonus shows a small gap of 5.9% in favour of men, mainly due to the pro-rata nature of payments, as more part-time roles are held by women.

Gender Pay Gap Analysis:

	Mean	Median
Males	£19.81	£17.93
Females	£20.00	£18.87
Pay Gap	-£0.19	-£0.94
% Pay Gap	-0.1	-4.4

Pay and Bonus Gap Analysis:

	Received Bonus	Mean	Median
% Males	82.0	£928.68	£1000.00
% Females	88.4	£873.93	£1000.00
% Bonus Gap	-6.4	5.9	0.0

Quartiles Analysis:

Quartile	% Males	% Females
Lower Quartile £10.86-£14.09	47.5	52.5
Lower Middle Quartile £14.33-£15.75	65.8	34.2
Upper Middle Quartile £15.88-£19.38	55	45
Upper Quartile £19.38-£76.68	48.1	51.9