

## Horton Housing Association Gender Pay Gap Report – April 2021

Horton Housing is committed to ensuring and promoting equality of opportunity for all. We are committed to maintaining an organisational culture that values people from all sections of society and the contribution each individual can make. We strive to engage a workforce that reflects the local populations and communities within which we work.

Pay & Bonus Gap	Mean	Median
Hourly Rate of Pay	0.00%	-0.1%
Bonus	-25.0%	0%

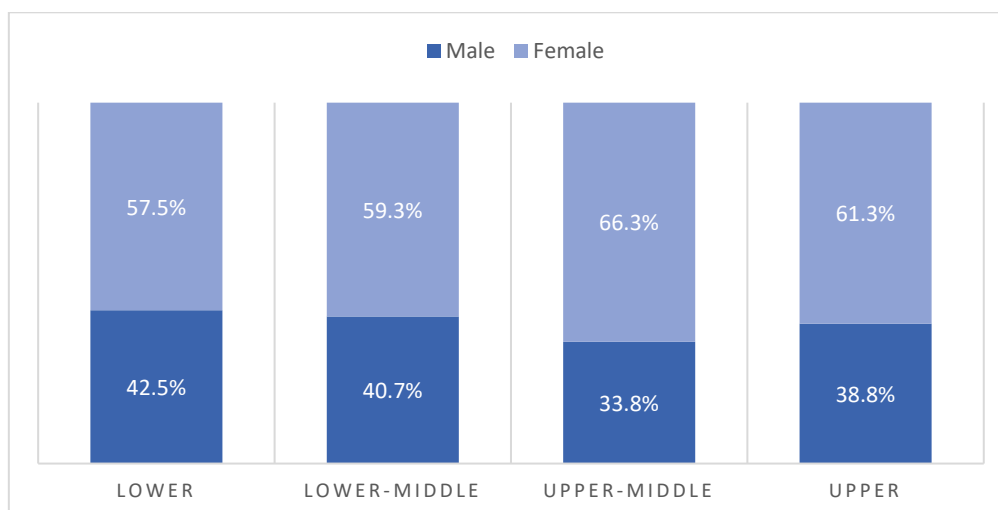
% of employees awarded bonus	
Male	92.8%
Female	90.3%

Because different jobs pay differently and the number of men and women performing these jobs varies, a gender pay gap exists.

The mean gender pay gap shows there is no difference in the average hourly rate of pay between men and women across all jobs in HHA. The median pay gap shows a slight gap in favour of women.

A bonus was paid in November 2020 and every employee who was employed at that time received a bonus. As the snapshot date for this report is April 2021, the percentages for employees who were awarded a bonus includes employees who joined the organisation after the bonus payment was made.

**Gender Distribution in Each Pay Quartile**



I confirm the data reported is accurate.

Paul Gartland  
CEO

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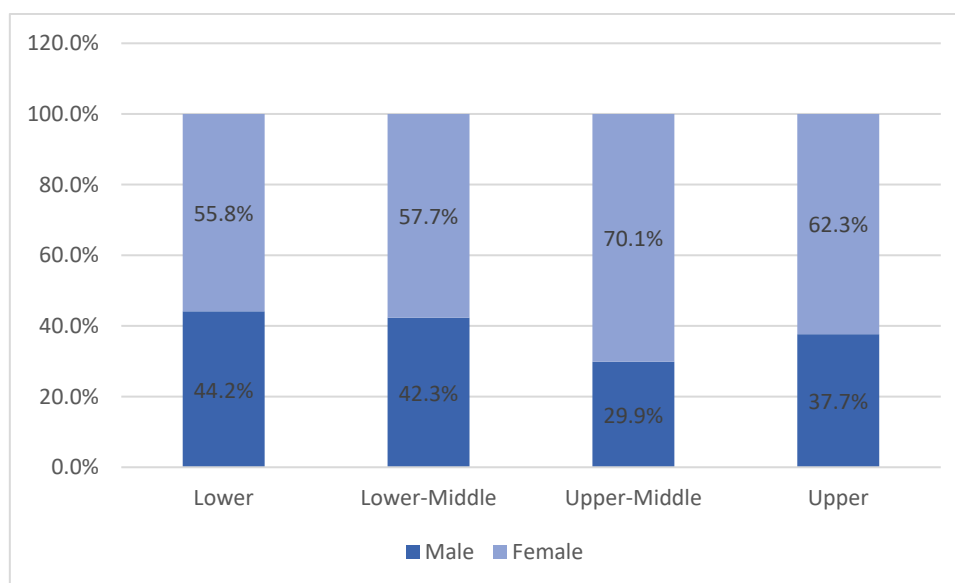
Pay & Bonus Gap	Mean	Median
Hourly Rate of Pay	-1.2%	-4.2%
Bonus	20.7%	0%

% of employees awarded bonus	
Male	95.0%
Female	92.6%

Because different jobs pay differently and the number of men and women performing these jobs varies, a gender pay gap exists. The mean gender pay gap shows the difference in the average hourly rate of pay between men and women across all jobs in HHA. This is different from 'equal pay', which is the difference in pay between men and women who carry out the same or similar jobs.

A bonus was paid in December 2019 and every employee who was employed at that time received a bonus. As the snapshot date for this report is April 2020, the percentages for employees who were awarded a bonus includes employees who joined the organisation after the bonus payment was made.

**Gender Distribution in Each Pay Quartile**



I confirm the data reported is accurate.

Paul Gartland  
CEO

## Horton Housing Association Gender Pay Gap Report – April 2019

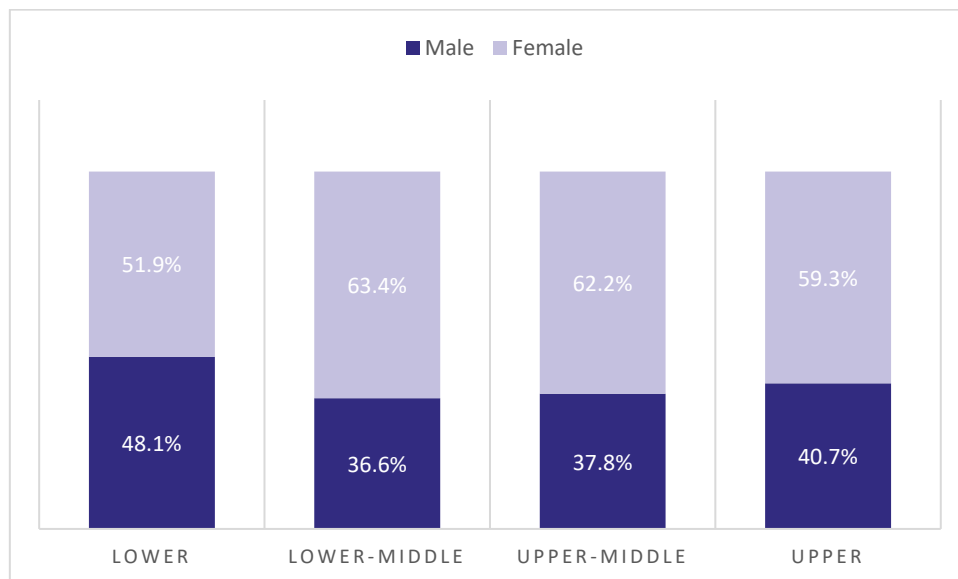
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Pay & Bonus Gap	Mean	Median
Hourly Rate of Pay	-0.4%	-2.0%
Bonus	54.1%	50%

% of employees awarded bonus	
Male	8.3%
Female	15.0%

Because different jobs pay differently and the number of men and women performing these jobs varies, a gender pay gap exists. The mean gender pay gap shows the difference in the average hourly rate of pay between men and women across all jobs in HHA. This is different from 'equal pay', which is the difference in pay between men and women who carry out the same or similar jobs.

### Gender Distribution in Each Pay Quartile



I confirm the data reported is accurate.

Paul Gartland  
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