

Horton Housing Association Gender Pay Gap Report – April 2022

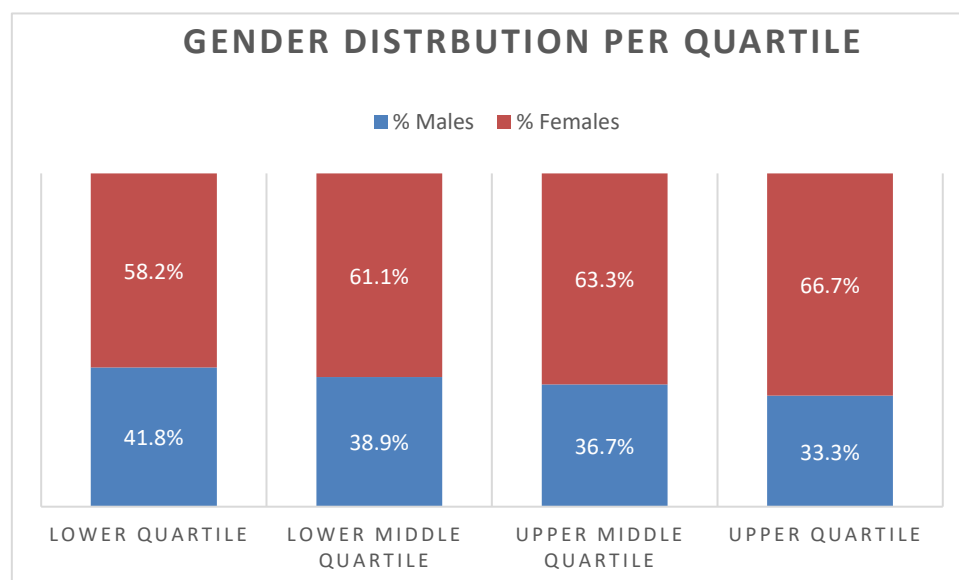
Horton Housing is committed to ensuring and promoting equality of opportunity for all. We are committed to maintaining an organisational culture that values people from all sections of society and the contribution each individual can make. We strive to engage a workforce that reflects the local populations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

Pay & Bonus Gap	Mean	Median
Hourly Rate of Pay	0.9%	0.0%
Bonus	3.6%	0.0%

% of Employees Awarded Bonus	
Male	14.7%
Female	16.4%

Because different jobs pay differently and the number of men and women performing these jobs varies, a gender pay gap exists. The median 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 mean pay gap shows a slight gap in favour of women.

A bonus was paid to managers and Heads of Service at the year-end which was related to performance. As the snapshot date for this report is April 2022, the percentages for employees who were awarded a bonus includes employees who joined the organisation after the bonus payment was made.



I confirm the data reported is accurate.

Paul Gartland CEO