

# Clarion Housing Group

## Ethnicity pay gap



**CLARION**  
HOUSING GROUP





## Ethnicity Pay Gap Report Introduction

This is the third year that Clarion has conducted an Ethnicity Pay Gap (EPG) analysis. Unlike Gender Pay Gap (GPG) Reporting, there is currently no legal requirement to publish Ethnicity Pay Data in the UK, so we have again followed the same approach and data used for the GPG Report.

The EPG measures the pay gap between White / any and Black/Asian/Ethnic Minority employee populations. Approximately 14% of colleagues either indicated on Workday that they preferred not to disclose their ethnicity group or left the field blank in Workday, they have been excluded from the various pay analysis figures.

The EPG shows the difference in average pay between Black/Asian/Ethnic Minority and White/any colleagues and takes into account all roles at all levels within the stated populations.

### 1. Median Hourly Pay Gap

The median EPG has reduced slightly from 0.36% to -0.12%, again showing that the median average pay is still virtually the same for both the Black/Asian/Ethnic Minority and White/any populations in Clarion HG,

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## 1. Median hourly pay gap:

B.A.M.E

**£17.38**

White

**£17.36**

Percentage gap

**-0.12%**



## 2. Mean Hourly Pay Gap

The mean average pay has widened slightly to 9.65% this year. Both populations have a mean average greater than its median, but the difference between mean and median is greater for the White/any population.

The median measure is less susceptible to being skewed by data outliers than is the case with the mean. However, the higher mean figure would indicate that there is a lower proportion of the Black/Asian/Ethnic Minority population in higher paid roles than the White/any population.

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### 2. Mean hourly pay gap:

B.A.M.E

**£19.00**

White

**£21.03**

Percentage gap

**9.65%**



### 3. Numbers of colleagues in Pay Quartiles

The breakdown of the Black/Asian/Ethnic Minority and White populations across the Pay Quartiles is broadly the same as last year's report, with a higher proportion of the White/any population in the higher paid 4th quartile than the other quartiles, and a lower proportion of the Black/Asian/Ethnic Minority population in the 4th quartile than the other quartiles, which in part explains the mean gap.

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#### 3. Numbers of colleagues in pay quartiles

##### Lower pay quartile



##### Lower middle pay quartile



##### Upper middle pay quartile



##### Upper pay quartile



#### 4. Mean Bonus

The proportion of Black/Asian/Ethnic Minority colleagues receiving a bonus is still lower than their White colleagues, and the mean bonus gap has widened this year, which broadly reflects the position relating to pay.

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### 4. Mean bonus:

B.A.M.E

**£1,787,86**

White

**£2,125.00**

Percentage gap

**15.87%**



## 5. Median Bonus

The median bonus gap has also widened slightly, however the median bonus awards for Black/Asian/Ethnic Minority and White colleagues are broadly the same.

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## 5. Median bonus:

B.A.M.E

**£1,548.48**

White

**£1,567.86**

Percentage gap

**1.24%**

