

Clarion Housing Group

Gender pay gap



CLARION
HOUSING GROUP



The background

UK companies with 250 or more employees must publish their 2022 gender pay gap data by April 2023. The data published is based on a snapshot date - 5 April 2022.

Below we set out the way in which the different measures are calculated, and the results that we scored.

Median

The number in the middle



Mean

The sum of the numbers divided by the total amount of numbers

$$\begin{aligned}
 & \textcircled{3} + \textcircled{3} + \textcircled{3} + \textcircled{6} + \textcircled{6} + \textcircled{6} + \textcircled{8} = \textcircled{35} \\
 & \textcircled{35} / \textcircled{7} = \textcircled{5}
 \end{aligned}$$

What is it?

The gender pay gap is the percentage difference between the average hourly earnings of all men and all women in a workforce. The main measure is the 'median' hourly pay – in other words, the 'middle' amount that men and women earn. This is calculated by sorting the hourly rate of all the men by size, from lowest to highest and selecting the middle point. Then we do the same with all the women's hourly rates. The median Gender Pay Gap is the difference between these two middle points. We are also required to publish the difference in 'mean' as this is a good indication of how salaries of men and women are spread throughout an organisation. This is calculated by adding all the men's hourly rates and dividing by the number of men in the organisation. Then we do the same for all the women's hourly rates, and the mean Gender Pay Gap is the difference between these two numbers.

We also publish how men and women are spread throughout the organisation by salary brackets.

To do this, all hourly rates for men and women are sorted by size and divided into equal quarters (or quartiles).

Next we publish information about bonuses. We publish the difference between the mean bonus and median bonus, calculated in the same way as hourly pay, but there's one important difference. While the gender salary gap is worked out using data for hourly pay rates rather than annual/weekly pay, which disregards the difference between those working part-time hours and those who are full time, the same isn't the case for reporting bonus payments. These are compared as 'absolutes' meaning that the greater number of women working part-time hours is reflected in lower pro rata bonuses, and therefore a pay gap. For example, a man and a woman could both be in a job with a FTE salary of £30,000 with each paid a 10% bonus. If the woman works part-time for 2 ½ days a week, her bonus will be £1,500 whilst the man's will be £3,000. This would be reported as a 50% pay gap.

Finally we publish the percentage of men and women who'd been paid a bonus in the previous 12 months.

The report excludes colleagues who have identified as gender neutral.

Clarion Housing Group - our results

Median: Our median gender pay gap is 4.56% so by this measure men in Clarion earn marginally more per hour than women. The median gap has widened slightly this year (from 4.18% last year).

Gender pay gap Clarion

Median hourly pay gap:

Female
£16.96

Male
£17.77

Percentage gap
4.56%



Mean: Our mean figure is slightly different, and shows men's mean hourly pay as 11.06% higher than women's. Mean hourly rate remains higher for males than females, and the gap has widened slightly (from 9.51% last year).

Gender pay gap Clarion

Mean hourly pay rate:

Female
£19.38

Male
£21.79

Percentage gap
11.06%



Excluding colleagues who have identified as gender neutral, Clarion has 56% women and 44% men. They are distributed throughout the organisation's salary bands in the following proportions:

Gender pay gap

Clarion

Lower pay quartile



Lower middle pay quartile



Upper middle pay quartile



Upper pay quartile



Bonus

Our median bonus gap widened slightly this year to 4.22% having been 3.33% last year. By this measure males earned marginally higher bonuses than females in the reporting year.

The mean bonus gap has increased from 14.51% to 16.08% this year.

Gender pay gap

Clarion

Mean bonus:

Female

£1,877.41

Male

£2,237.15

Percentage gap

16.08%



Gender pay gap

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Median bonus:

Female

£1,508.08

Male

£1,574.52

Percentage gap

4.22%



An important thing to bear in mind - Gender Pay Gap is not the same as equal pay. Equal pay - that men and women doing the same job should be paid the same - has been a legal requirement for 49 years.