

Clarion Housing Group

Ethnicity pay gap



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Ethnicity Pay Gap Report Introduction

This is the fourth 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 17% 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.

Clarion Response is now part of the Clarion Housing Group so is included in this year's CHG ethnicity pay gap report and will no longer be reported separately.

1. Median Hourly Pay Gap

The median EPG has widened slightly in favour of the B.A.M.E. population from -0.12% to -0.39%, 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

£18.13

White

£18.06

Percentage gap

-0.39%



2. Mean Hourly Pay Gap

The mean average pay has narrowed slightly from 9.65% to 8.46% this year.

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

£20.13

White

£21.99

Percentage gap

8.46%



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 mean bonus gap has narrowed slightly this year, which broadly reflects the position relating to pay.

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4. Mean bonus:

B.A.M.E

£1,777.60

White

£2,066.10

Percentage gap

13.96%



5. Median Bonus

The median bonus gap has widened slightly, with the median bonus awards for Black/Asian/Ethnic Minority being slightly lower than White colleagues.

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5. Median bonus:

B.A.M.E

£1,639.16

White

£1,726.52

Percentage gap

5.06%

