

# Clarion Housing Group

## Gender pay gap



**CLARION**  
HOUSING GROUP



## The background

UK companies with 250 or more employees must publish their 2023 gender pay gap data by April 2024. The data published is based on a snapshot date - 5 April 2023.

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

$$3 + 3 + 3 + 6 + 6 + 6 + 8 = 35$$

$$35 / 7 = 5$$

## 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.

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

The report excludes colleagues who have identified as gender neutral.

Median: Our median gender pay gap is -4.94% so by this measure women in Clarion earn marginally more per hour than men. The median gap has widened slightly in favour of women this year (from 4.56% last year in favour of men).

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Median hourly pay gap:

Female

**£18.26**

Male

**£17.40**

Percentage gap

**-4.94%**



Mean: Our mean figure is slightly different, and shows men's mean hourly pay as 6.24% higher than women's. The mean gap has narrowed from 11.06% last year.

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Mean hourly pay rate:

Female

**£20.58**

Male

**£21.95**

Percentage gap

**6.24%**



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 Females in higher paid roles than Males.

Excluding colleagues who have identified as gender neutral, Clarion has 47.5% women and 52.5 men. The larger male population in this year's report is mainly as a result of Clarion Response moving to Clarion Housing Group (the population in Clarion Response is 89% male).

Females and Males are distributed throughout the organisation's salary bands in the following proportions:

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### Lower pay quartile



### Lower middle pay quartile



### Upper middle pay quartile



### Upper pay quartile



## Bonus

Our median bonus gap narrowed slightly this year to 3.73% having been 4.22% last year. By this measure males still earned marginally higher bonuses than females in the reporting year.

The mean bonus gap has narrowed from 16.08% to 10.16% this year.

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## Mean bonus:

Female

**£1,868.03**

Male

**£2,079.30**

Percentage gap

**10.16%**



# Gender pay gap

## Clarion

Median bonus:

Female

**£1,659.90**

Male

**£1,724.25**

Percentage gap

**3.73%**



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.