

Gender pay gap

Clarion Housing

The background

UK companies with 250 or more employees must publish their gender pay gap data by April 2018. The data published is based on a snapshot date in April 2017.

Below we outline the ways in which the different measures are calculated, and our results. The calculations have been made according to a strict formula, with all the results published on the Government's Gender Pay Gap Service website. This shows that in comparison to most other large employers Clarion has a very small gender pay gap. This reflects the work we have done over many years to ensure our organisation is free from the bias which allows the gender pay gap to grow.

What is it?

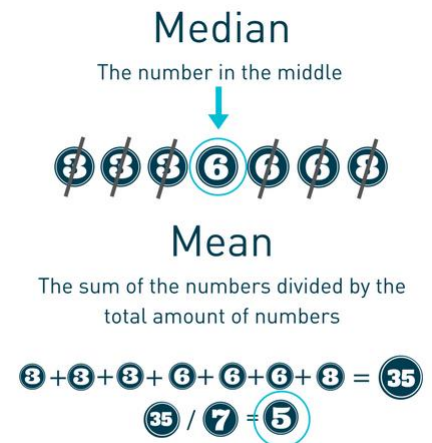
The gender pay gap is the percentage difference between the average hourly earnings of *all men* and *all women* in a workforce. The main measure is the '**median**' hourly pay – the 'middle' amount that men and women earn. This is calculated by sorting men's hourly rate from the lowest to the highest and selecting the middle point. The same is then done with 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. We then do the same for all the women's hourly rates, and the mean Gender Pay Gap is the difference between these two numbers.

In addition we publish how men and women's salary brackets are spread throughout the organisation. To do this, all hourly rates for men and women are sorted by size and divided into equal quarters (or quartiles).

We also publish the difference between the mean bonus and median bonus, calculated in the same way as hourly pay. However, there's one important difference - 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 have been paid a bonus in the previous twelve months.



Our results

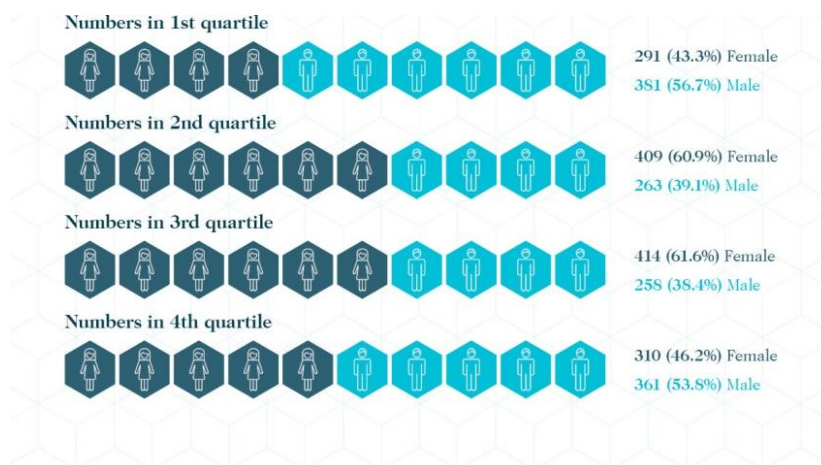
Median: Our median gender pay gap is -1.8% so by this measure women in Clarion earn marginally more per hour than men.



Mean: Our mean figure is slightly different, and shows men's mean hourly pay as 5.0% higher than women's.



Clarion has 53% women and 47% men. They are distributed throughout the organisation's salary bands in the following proportions:



Bonus

Mean: There was a 23% gap between men's mean bonus and women's. As explained above, the calculation uses absolutes, and as bonuses are pro rated to reflect part time hours this has a disproportionate effect on women.



Median: The median bonus gap is -3.1%, meaning that by this measure women's bonuses are slightly higher.



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 47 years.