

Gender Pay Gap Reporting 2018 - Snapshot date: 31 March 2018

Note: The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. The College's pay and grading structures ensures that men and women are paid equally for carry out job roles which are the same or similar and of equal value.

Key:

HC – Harrow College

UC – Uxbridge College

HCUC – Harrow College & Uxbridge College combined

Gender Pay Gap

College	Mean gender pay gap	Median Gender pay gap
HC	8%	6.90%
UC	12%	16%
HCUC	11%	16%

Bonus Gender pay gap

College	Mean bonus gender pay gap	Median Bonus Gender pay gap
HC	0%	0%
UC	21.9%	0%
HCUC	21.9%	0%

Percentage bonus received by gender

College	Males	Females
HC	0%	0%
UC	4.9%	3.5%
HCUC	3.7%	2.3%

Proportion of males and females in each pay band quartile

HC- Pay band Quartile	Male	Female
Upper Quartile	22%	78%
Upper Middle Quartile	35%	65%
Lower Middle Quartile	23%	77%
Lower Quartile	27%	73%

UC- Pay Band Quartile	Male	Female
Upper Quartile	51%	49%
Upper Middle Quartile	39%	61%
Lower Middle Quartile	31%	69%
Lower Quartile	23%	77%

HCUC- Pay Band Quartile	Male	Female
Upper Quartile	44%	56%
Upper Middle Quartile	40%	60%
Lower Middle Quartile	26%	74%
Lower Quartile	23%	77%