

Gender Pay Gap Reporting 2019 - Snapshot date: 31 March 2019, published March 2020

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

| College | Mean Pay gap |
|----------|--------------|
| Harrow | 3% |
| Uxbridge | 17% |
| HCUC | 15% |

| College | Median Pay Gap |
|----------|----------------|
| Harrow | 9% |
| Uxbridge | 20% |
| HCUC | 20% |

| College | Proportion Bonus by gender | |
|----------|----------------------------|--------|
| | Male | Female |
| Harrow | 0 | 0 |
| Uxbridge | 7% | 4% |
| HCUC | 6% | 3% |

| College | Mean Bonus Pay Gap | Median Bonus Pay Gap |
|----------|--------------------|----------------------|
| Harrow | 0 | 0 |
| Uxbridge | 26% | 0 |
| HCUC | 26% | 0 |

Proportion of males and females in each pay band quartile

Upper Quartile - HCUC

| Gender | Percentage |
|--------------------|-------------|
| Female | 60% |
| Male | 40% |
| Grand Total | 100% |

Upper Quartile - Harrow

| Gender | Percentage |
|--------------------|-------------|
| Female | 74% |
| Male | 26% |
| Grand Total | 100% |

Upper Quartile - Uxbridge

| Gender | Percentage |
|--------------------|-------------|
| Female | 54% |
| Male | 46% |
| Grand Total | 100% |

Upper Middle Quartile - HCUC

| Gender | Percentage |
|--------------------|-------------|
| Female | 50% |
| Male | 50% |
| Grand Total | 100% |

Upper Middle Quartile - Harrow

| Gender | Percentage |
|--------------------|-------------|
| Female | 70% |
| Male | 30% |
| Grand Total | 100% |

Upper Middle Quartile - Uxbridge

| Gender | Percentage |
|--------------------|-------------|
| Female | 48% |
| Male | 52% |
| Grand Total | 100% |

Lower Middle Quartile - HCUC

| Gender | Percentage |
|--------------------|-------------|
| Female | 72% |
| Male | 28% |
| Grand Total | 100% |

Lower Middle Quartile - Harrow

| Gender | Percentage |
|--------------------|-------------|
| Female | 72% |
| Male | 28% |
| Grand Total | 100% |

Lower Middle Quartile - Uxbridge

| Gender | Percentage |
|--------------------|-------------|
| Female | 73% |
| Male | 27% |
| Grand Total | 100% |

Lower Quartile - HCUC

| Gender | Percentage |
|--------------------|----------------|
| Female | 75.64% |
| Male | 24.36% |
| Grand Total | 100.00% |

Lower Quartile - Harrow

| Gender | Percentage |
|--------------------|----------------|
| Female | 80.53% |
| Male | 19.47% |
| Grand Total | 100.00% |

Lower Quartile - Uxbridge

| Gender | Percentage |
|--------------------|----------------|
| Female | 75.48% |
| Male | 24.52% |
| Grand Total | 100.00% |