

Gender Pay Gap Report 2020 (published August 2021)

2020

College	Mean Pay gap
Harrow	2%
Uxbridge	17%
HCUC	15%

2019

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

2020

College	Median Pay Gap
Harrow	0.3%
Uxbridge	21%
HCUC	21%

2019

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

2020

College	Proportion Bonus by gender	
	Male	Female
Harrow	2%	0%
Uxbridge	5%	3%
HCUC	5%	2%

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	100%	0
Uxbridge	38%	0
HCUC	35%	0

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

HCUC	HCUC - %	HCUC- Numbers	UC-%	UC- Numbers	HC - %	HC - Numbers
Upper Quartile						
Female	62%	110	54%	64	76%	44
Male	38%	66	46%	54	24%	14
Upper Middle Quartile						
Female	48%	84	45%	54	78%	45
Male	52%	92	55%	65	22%	13
Lower Middle Quartile						
Female	75%	132	65%	77	72%	42
Male	25%	45	35%	41	28%	16
Lower Quartile						
Female	81%	142	81%	96	81%	46
Male	19%	34	19%	23	19%	11