

## GENDER PAY GAP REPORT 2021

### Mean Gender Pay

Gender Pay Gap	Mean	Median	Bonus	Mean Bonus	Median Bonus
Uxbridge	15%	18%	100%	32%	11%
Harrow	+1%	0%	100%	17%	15%
HCUC	13%	18%	100%	34%	13%

Upper quartile HCUC		
Staff	%	
Female	115	63%
Male	69	38%

Upper Middle quartile HCUC		
Staff	%	
Female	87	48%
Male	96	52%

Lower Middle quartile HCUC		
Staff	%	
Female	134	74%
Male	48	26%

Lower quartile HCUC		
Staff	%	
Female	139	76%
Male	44	24%

Upper quartile Uxbridge		
Staff	%	
Female	72	55%
Male	59	45%

Upper Middle quartile Uxbridge		
Staff	%	
Female	60	42%
Male	84	58%

Lower Middle quartile Uxbridge		
Staff	%	
Female	86	73%
Male	32	27%

Lower quartile Uxbridge		
Staff	%	
Female	79	77%
Male	24	23%

Upper quartile Harrow		
Staff	%	
Female	43	81%
Male	10	19%

Upper Middle quartile Harrow		
Staff	%	
Female	27	69%
Male	12	31%

Lower Middle quartile Harrow		
Staff	%	
Female	48	75%
Male	16	25%

Lower quartile Harrow		
Staff	%	
Female	60	75%
Male	20	25%