

# Gender Pay Gap Report 2021

The Confederation, Hillingdon CIC is committed to ensuring our workplace rewards everyone fairly for their efforts no matter what background, race, or ethnicity, with men and women paid equally for equivalent roles across our business. Our gender pay gap reporting is strongly influenced by a multitude of clinical and non-clinical roles where we employ various specialisms of people, but our aim is to provide an inclusive workplace and opportunities for all colleagues to develop their full potential.

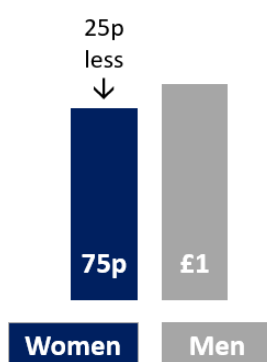
## PAY QUARTILES

With The Confederation, Hillingdon CIC, women occupy 70% of the highest paid jobs and 75% of the lowest paid jobs.



## PAY GAP

The data below shows the overall Confederation mean and median gender pay gap based on hourly rates of pay for the “pay period” including 5<sup>th</sup> April 2021.



Within the Confederation, women earn 75p for every £1 that men earn when comparing median hourly pay. Women’s median hourly pay is **25%** lower than men’s.

When comparing mean (average) hourly pay, women’s mean hourly pay is **27%** lower than men’s.

## BONUS PAY GAP

No bonuses were paid.