



Gender Pay Reporting 2021

DIFFERENCE BETWEEN HOURLY EARNINGS FOR MEN AND WOMEN

Mean	Median
47%	87%

DIFFERENCE BETWEEN INCENTIVES PAID TO MEN AND WOMEN

Mean	Median
N/A *	N/A *

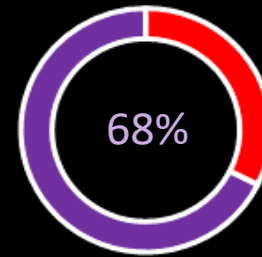
*No bonus payments were made in the relevant period

The charts below show the gender distribution at Upham when colleagues are placed in to four equally sized quartiles based on pay.

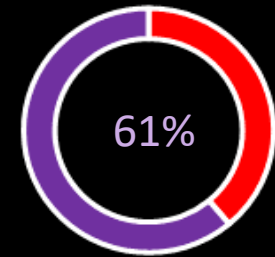
■ Male

■ Female

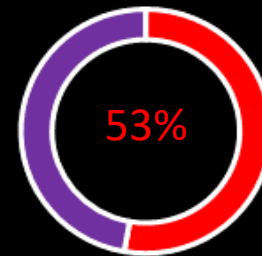
Quartile 1 (lowest)



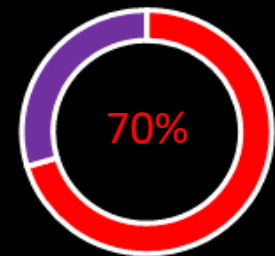
Quartile 2



Quartile 3



Quartile 4 (highest)



Proportion of Male and Female staff in quartiles