

QPHL *2020*

Ethnic Minority Pay Gap Report



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Our commitment to you

As a group, we are dedicated to our staff and committed to ensuring that we offer a diverse and inclusive place to work. That's why this year, we have chosen to report on our **Ethnic Minority Pay Gap**. We have taken this step as part of our absolute commitment to being an employer that is inclusive of all cultures and orientations.

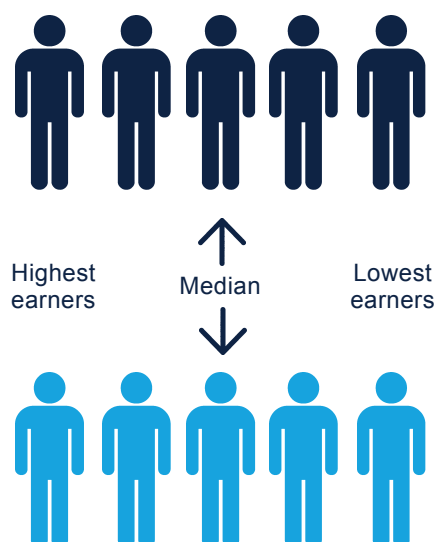
Ethnic Minority Pay Gap explained

The **Ethnic Minority pay gap** is a measure of the percentage difference in the average hourly pay of Ethnic Minority and non-Ethnic Minority staff working for the QPHL group, regardless of role, length of service and any other differentiating factors.

The **bonus gap** looks at all bonus payments in the last 12 month period to 5th April 2019.

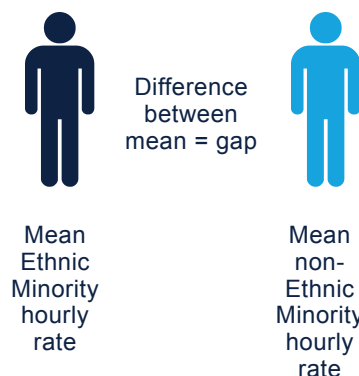
Median Gap

The 'middle value' of a population. If you line up all of the Ethnic Minority staff in order of hourly rate and then all of the non-Ethnic Minority staff, the median gap will be the percentage difference between the Ethnic Minority staff and the middle non-Ethnic Minority staff.



Mean Gap

The percentage difference in the mean hourly pay and bonus for Ethnic Minority staff within the business compared to non-Ethnic Minority staff.



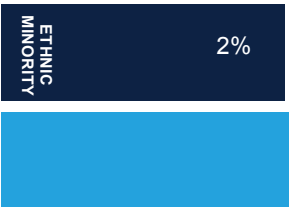
Quartiles

Calculated by ranking the pay for all employees, from highest to lowest. This is then divided into four equal sized groups, called quartiles. In this report, we will look at the percentage each Ethnic Minority and non-Ethnic minority staff makes up within these quartiles.

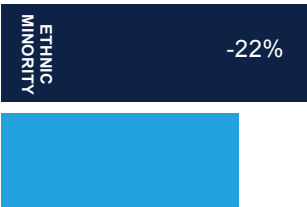
Ethnic Minority statistics

The following data is from the snapshot date of 5th April 2020.

Median Ethnic Minority Pay Gap



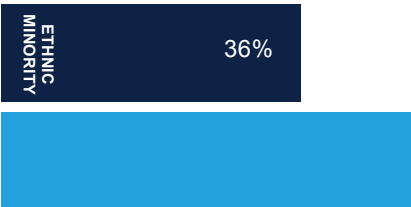
Median Ethnic Minority Bonus Pay Gap



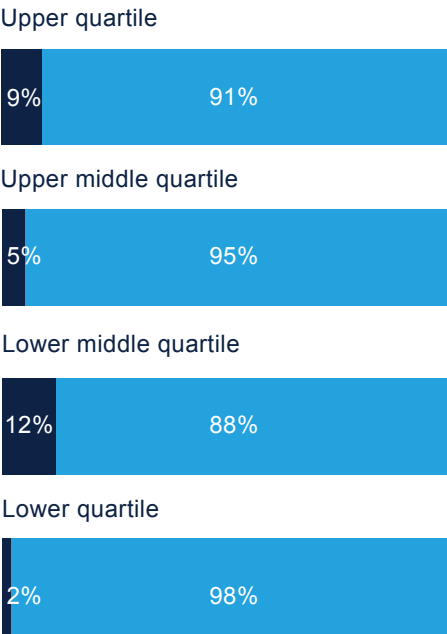
Mean Ethnic Minority Pay Gap



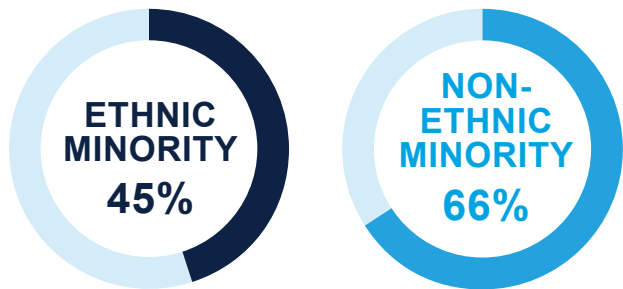
Mean Ethnic Minority Bonus Pay Gap



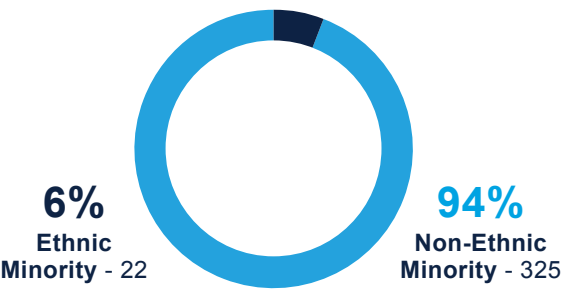
Ethnic Split in each quartile pay band



Proportion receiving a bonus payment



Employee numbers



How we compare

Median Pay Gap

Our **median Ethnic Minority pay gap** is 2% in favour of non-Ethnic Minorities; this is still better than the UK average of 2.9% in favour of those in non-Ethnic Minority groups.

Mean Pay Gap

Our **mean pay gap** is 1% in favour of Ethnic Minority employees, owed to the relatively high proportion of highly skilled technical and scientific Ethnic Minority staff in our group.

Bonus

45% Ethnic Minority staff received a bonus compared to 66% non-Ethnic Minority. This is because 10 out of 22 Ethnic Minority employees have joined since June 2019 and so were ineligible for the bonus during this period.

Employee numbers

Ethnic Minority staff make up 6% of our workforce. With Wiltshire having an Ethnic Minority population of 4.7%, our workforce is representative of the population demographics of our area. However, as an equal opportunity employer, we are committed to continue to increase diversity within the QPHL community through our recruitment practices.