

QPHL *2020* Gender Pay Gap Report



Contents

2	Our Commitment to you
3	Gender Pay Gap explained
4	Our results
5	How we compare
6	Declaration of accuracy

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. Part of this is addressing our **gender pay gap**, so we have formulated this report in accordance with the UK government's new **Gender Pay Gap** Regulations, whereby businesses with over 250 employees are required to report their pay gap.

Gender Pay Gap explained



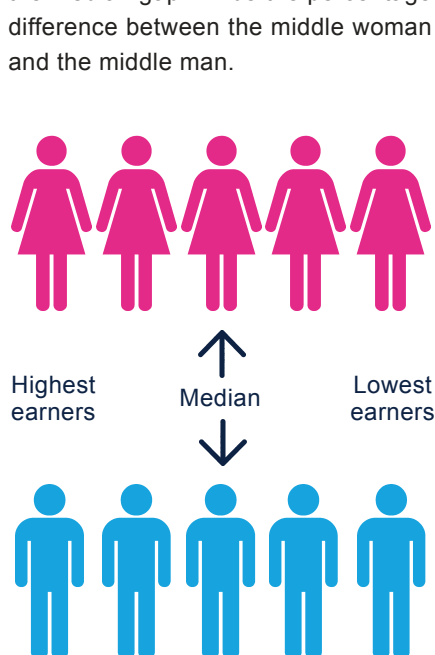
The **gender pay gap** is a measure of the percentage difference in the average hourly pay of men and women working for the QPHL group, regardless of role, length of service and any other differentiating factors.

This is separate to equal pay, which is about ensuring men and women doing the same job (or similar work of equal value) are paid the same, regardless of gender.

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

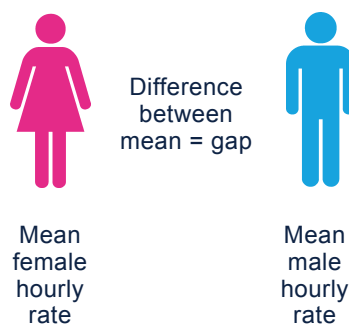
Median Gap

The 'middle value' of a population. If you line up all of the women in order of hourly rate and then all of the men, the median gap will be the percentage difference between the middle woman and the middle man.



Mean Gap

The percentage difference in the mean hourly pay and bonus for women within the business compared to men.



Quartiles

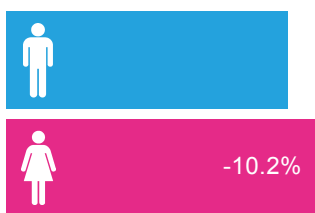
Calculated by ranking the pay for all employees, from highest to lowest. This is then divided into four equal sized groups, called quartiles. In this report, we will look at the percentage each gender makes up within these quartiles.

Our results

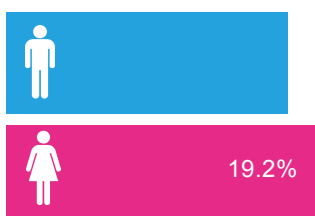


The following data is from the snapshot date of 5th April 2020.

Median Gender Pay Gap



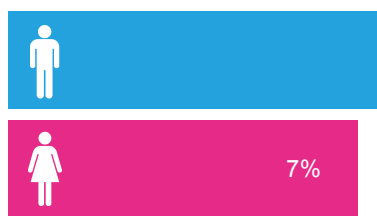
Median Gender Bonus Pay Gap



Mean Gender Pay Gap

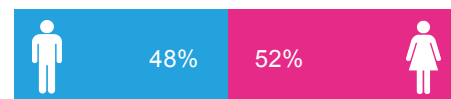


Mean Gender Bonus Pay Gap

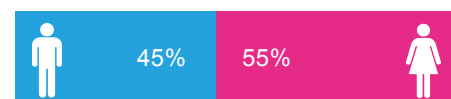


Gender Split in each quartile pay band

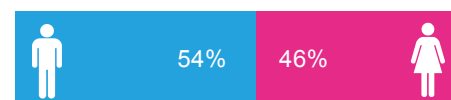
Upper quartile



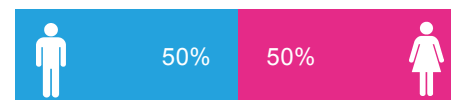
Upper middle quartile



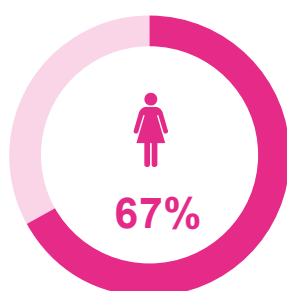
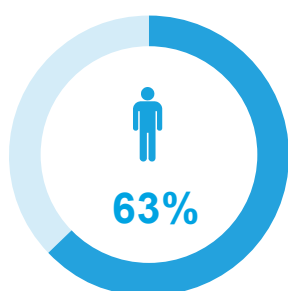
Lower middle quartile



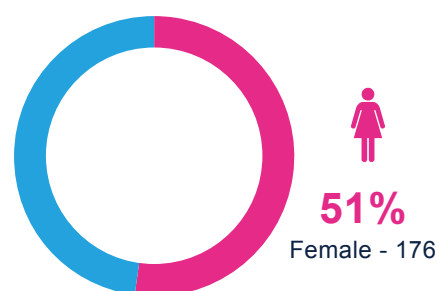
Lower quartile



Proportion receiving a bonus payment



Employee numbers



How we compare



Overall, our **gender pay gap** is consistently better than the UK averages.

Median Pay Gap

Our **median pay gap** 10% in favour of women, compared to 2019 which was 2% in favour of men. This is because there are more women represented in upper-middle and upper quartiles. This is positive compared to the UK average, which is 17% in favour of men.

Mean Pay Gap

Our **mean pay gap** at 6% in favour of men is more positive than the UK average, which was 17% in 2019; however, it is 1% higher than our 2019 mean gender pay gap due to a skew created by our top male earners. As an equal opportunities employer, we are committed to reducing this gap by actively encouraging women to enter management positions.

Bonus

All employees who have passed probation are entitled to a performance-based bonus. 63% of men and 67% women received this in 2020, which is an improvement on our 2019 figures of 56% men and 60% women. Our results are also better than the UK averages of 50% men and 49% women receiving a bonus.

Quartiles

Women now make up a majority of our upper-middle (55%) and upper quartiles (52%), which shows our commitment to ensuring leadership and management positions are accessible to both genders.

Declaration of accuracy



All the relevant gender pay reporting figures set out in the pages above have been calculated in accordance with the **gender pay gap** reporting legislation. I can confirm that the data contained within this report is accurate.

A handwritten signature in blue ink, reading "C. J. Fountain".

Chris Fountain, Chief Financial Officer