



Dec 2024

Gender Pay Gap figures

- Gender profile: 47% female, 53% male.
- The percentage gap in **mean** pay between male and female employees is **0%**
- The percentage gap in **median** pay between male and female employees is **4% in favour of female employees.**
- The gender profile across quartile pay bands is:

| Quartile | Female | Male |
|--------------|--------|------|
| Lower | 42% | 58% |
| Lower Middle | 56% | 44% |
| Upper Middle | 47% | 53% |
| Upper | 42% | 58% |
| Total | 47% | 53% |

Benefit-in-Kind (BIK)

| BIK | |
|----------------------------|-----|
| % Staff who Received BIK | 52% |
| % Males who Received BIK | 44% |
| % Females who Received BIK | 62% |

Part-time Employees

- Gender profile for part time employees: 93% Female – 7% Male.
- The percentage gap in mean pay between part-time male and female employees is **45% in favour of female employees.**
- The percentage gap in median pay between part-time male and female employees is **39% in favour of female employees.**