



Pay Gap YoY comparison table

Pay Gap YoY Comparison Table (2022 & 2023)

	Basic Pay Gap – Median			Basic Pay Gap – Mean			Pay Gap (incl. Equity Partners) – Median			Pay Gap (incl. Equity Partners) – Mean		
	2022 Pay Gap (incl. In-Year increase)	2022 Pay Gap (excl. In-Year increase)	2023 Pay Gap	2022 Pay Gap (incl. In-Year increase)	2022 Pay Gap (excl. In-Year increase)	2023 Pay Gap	2022 Pay Gap (incl. In-Year increase)	2022 Pay Gap (excl. In-Year increase)	2023 Pay Gap	2022 Pay Gap (incl. In-Year increase)	2022 Pay Gap (excl. In-Year increase)	2023 Pay Gap
Gender	17.0%	18.0%	15.2%	20.5%	21.4%	18.0%	20.9%	22.0%	19.2%	32.1%	33.1%	29.3%
Ethnicity	11.4%	12.2%	13.6%	15.4%	16.0%	17.2%	17.7%	18.5%	19.6%	32.6%	33.7%	33.4%
Black Heritage							14.8%	16.2%	19.9%	35.0%	36.2%	35.4%
Disability							9.7%	10.4%	8.1%	13.5%	13.8%	4.6%
Sexual Orientation							11.8%	12.6%	10.3%	10.4%	10.7%	10.0%
Socio-Economic Background												
– Professional vs Lower Socio-Economic Background							7.3%	8.1%	6.7%	-3.2%	-3.4%	-4.3%
– Professional vs Intermediate							5.7%	5.5%	8.0%	1.4%	1.4%	4.0%
– Intermediate vs Lower Socio-Economic Background							1.7%	2.7%	-1.4%	-4.7%	-4.9%	-8.7%