



# Pay Gap YoY comparison table

Pay Gap YoY comparison table (2022 - 2024)

	Basic Pay Gap – Median				Basic Pay Gap – Mean				Total Cash Pay Gap (incl equity partners) – Median				Total Cash Pay Gap (incl equity partners) – Mean			
	2022 Pay Gap (incl. In-Year increase)	2022 Pay Gap (excl. In-Year increase)	2023 Pay Gap	2024 Pay Gap	2022 Pay Gap (incl. In-Year increase)	2022 Pay Gap (excl. In-Year increase)	2023 Pay Gap	2024 Pay Gap	2022 Pay Gap (incl. In-Year increase)	2022 Pay Gap (excl. In-Year increase)	2023 Pay Gap	2024 Pay Gap	2022 Pay Gap (incl. In-Year increase)	2022 Pay Gap (excl. In-Year increase)	2023 Pay Gap	2024 Pay Gap
Gender	17.0%	18.0%	15.2%	16.2%	20.5%	21.4%	18.0%	18.8%	20.9%	22.0%	19.2%	19.6%	32.1%	33.1%	29.3%	30.7%
Ethnicity (ethnic minorities combined)	11.4%	12.2%	13.6%	16.3%	15.4%	16.0%	17.2%	19.2%	17.7%	18.5%	19.6%	21.3%	32.6%	33.7%	33.4%	35.9%
Black Heritage									14.8%	16.2%	19.9%	16.7%	35.0%	36.2%	35.4%	36.1%
Ethnicity (breakdown of additional ONS 5 ethnicity categories)																
– White vs Asian											18.3%	20.4%			32.1%	35.1%
– White vs Black											25.4%	24.6%			42.2%	43.8%
– White vs Mixed											16.9%	17.3%			28.6%	28.5%
– White vs Other											10.5%	13.3%			24.5%	25.8%
Disability									9.7%	10.4%	8.1%	5.9%	13.5%	13.8%	4.6%	3.4%
Sexual Orientation									11.8%	12.6%	10.3%	13.5%	10.4%	10.7%	10.0%	17.9%
Socio-Economic Background																
– Professional vs Lower									7.3%	8.1%	6.7%	7.0%	-3.2%	-3.4%	-4.3%	-3.7%
– Professional vs Intermediate									5.7%	5.5%	8.0%	9.9%	1.4%	1.4%	4.0%	8.0%
– Intermediate vs Lower									1.7%	2.7%	-1.4%	-3.3%	-4.7%	-4.9%	-8.7%	-12.8%