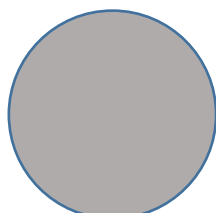
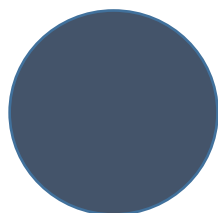


Our mean gender pay gap for 2023 is 16.9%, a reduction of 1 %. Our median gender pay gap is 12.4%, an increase of 0.4%.



	Female	Male	Total
Staff	903	926	1,829
Academic	974	447	1,421
Non-academic	1877	1373	3250

The key driver for our gender pay gap is the demographic of our workforce:

- 56% of our workforce are female, but they are not distributed evenly
- 67% of staff in the bottom pay quartile are female while 42% are female in the top pay quartile
- Our workforce has more academic than professional services staff (58%A:42%PS)
- 68% of men we employ are academics compared to 49% of women.



Blue - male
Green - female

Demographic	Academic	Professional	Total	% of Staff

We remain committed to reducing our gender pay gap. This includes the following actions designed to address gender pay equality:

- To write and agree a Total Reward Strategy by the end of a2gy337 486.7 Tm0 g0 G(b3(y)7(t)-3(h)3(e)7(en)12(d)3(o)-7(f)-3(a2g)12(y)-3376.49: