

Gender pay gap metrics 2020

| | Lower quartile | Lower middle quartile | Upper middle quartile | Upper quartile | Overall |
|------------------|----------------|-----------------------|-----------------------|----------------|---------|
| Mean Pay Gap | 0% | 0% | -8% | 19% | -4% |
| Median Pay Gap | 0% | 0% | -6% | 28% | -18% |
| Mean Bonus Gap | N/A | N/A | 0% | 72% | 72% |
| Median Bonus Gap | N/A | N/A | 0% | 88% | 88% |

Note - A positive percentage in the pay and bonus gaps above is a gap in favour of male staff whilst a negative percentage is a gap in favour of female staff. The overall mean and median pay gaps are currently in favour of female staff because of the higher proportion of women in the upper two quartiles. The above data is inclusive of our interviewers, nurse and telephone panels who make up approximately 99% of the first three quartiles.

Proportion of staff who received a bonus

| | | | | | |
|---------------|----|----|----|----|----|
| Female | 0% | 0% | 0% | 3% | 1% |
| Male | 0% | 0% | 0% | 6% | 1% |

Proportion of staff in each quartile

| | | | | | |
|---------------|-----|-----|-----|-----|-----|
| Female | 53% | 60% | 73% | 72% | 64% |
| Male | 47% | 40% | 27% | 28% | 36% |

