

GENDER PAY GAP REPORT

Data as at 31 March 2022, Published March 2023

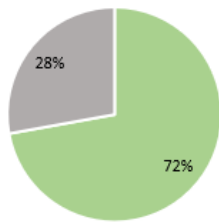
Gender Pay Gap (Mean & Median Averages):

	Mean Average 2022 (%)*	Median Average 2022 (%)*	Mean Average 2021 (%)*	Median Average 2021 (%)*
OSC	3.03	10.74	6.55	16.22
Public Sector	13.6	15.9	14.8	18.00
Private Sector	16.7	19.6	17.8	19.6
Education	16.1	22.2	17.6	25.4
Higher Education	17.1	13.7	18.3	16.2

* Data from Office for National Statistics, Annual Survey of Hours & Earnings [ASHE]

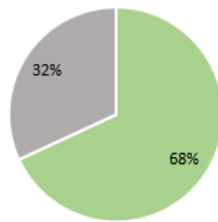
Proportion of men and women in each quartile of our pay structure:

Lower quartile



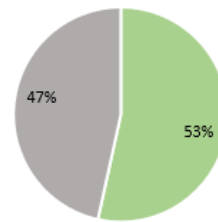
Female Male

Lower middle quartile



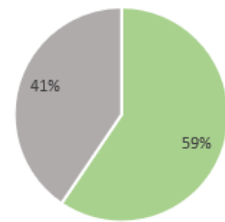
Female Male

Upper middle quartile



Female Male

Upper quartile



Female Male