

Total Colleagues 6,360

Mean and Median

The mean is the total of the numbers divided by how many numbers there are. The median is the middle value of a set of numbers.

Mean Ethnicity Pay Gap 4.73%	
Ethnic Minority	4.73%
Unknown	1.92%

Median Ethnicity Pay Gap -0.37%	
Ethnic Minority	-0.37%
Unknown	1.15%

Ethnicities Receiving a Bonus	
White	83.2%
Ethnic Minority	72.7%
Unknown	59.0%

Mean Bonus Ethnicity Pay Gap 33.44%	
Ethnic Minority	33.44%
Unknown	26.51%

Median Bonus Ethnicity Pay Gap 26.67%	
Ethnic Minority	26.67%
Unknown	26.67%

Upper Quartile	
White	70%
Ethnic Minority	9%
Unknown	21%

Upper Middle Quartile	
White	71%
Ethnic Minority	9%
Unknown	20%

Lower Middle Quartile	
White	69%
Ethnic Minority	8%
Unknown	24%

Lower Quartile	
White	66%
Ethnic Minority	9%
Unknown	25%

The figures within this report have been calculated using Society data as at 5th April 2024 and I can confirm they are accurate.

Michelle Cemm

Michelle Cemm - Chief People Officer