

**Report 2023**

In 2017, the government introduced new legislation that made it a statutory requirement for organisations with 250 or more employees to report annually on their gender pay gap.

The purpose of the gender pay gap analysis is to compare the average pay of male and

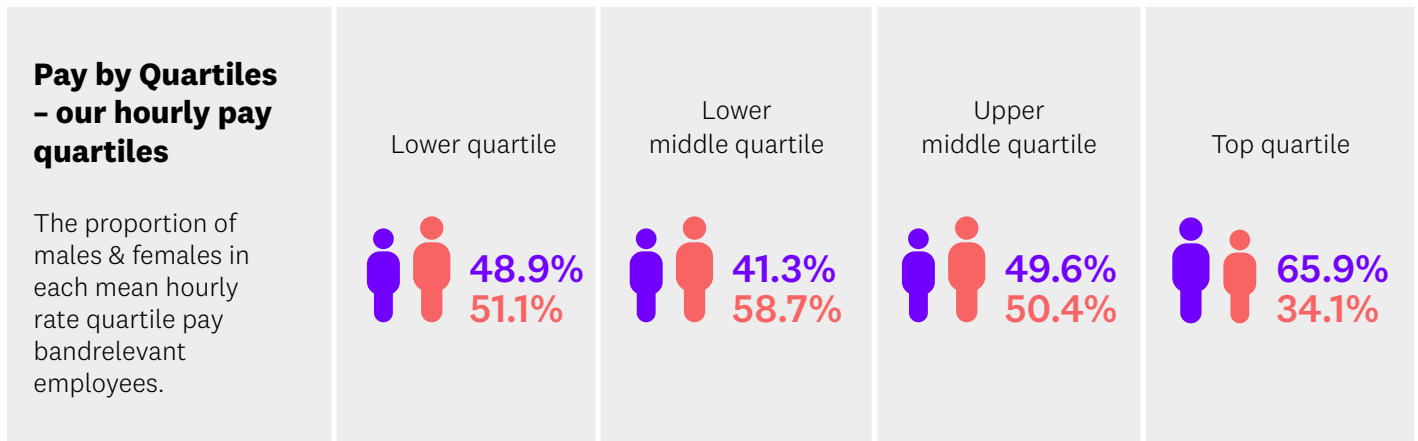
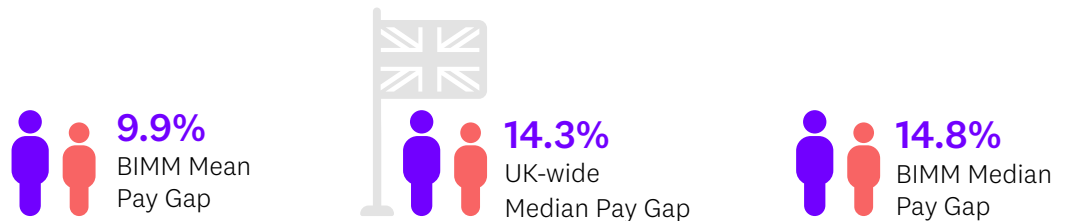
female employees overall within the Institution.

The legislation in place dictates the methodology we are required to use to calculate the gender pay gap and all data quoted relates to the snapshot date of 5<sup>th</sup> April 2023.



**Gender Pay Gap**

The mean and median gender pay gap – based on an hourly rate of basic pay of our full pay relevant employees.



**Bonus Pay Gap**

The mean and median bonus gender pay gap and the proportion of males and females receiving a bonus payment:

