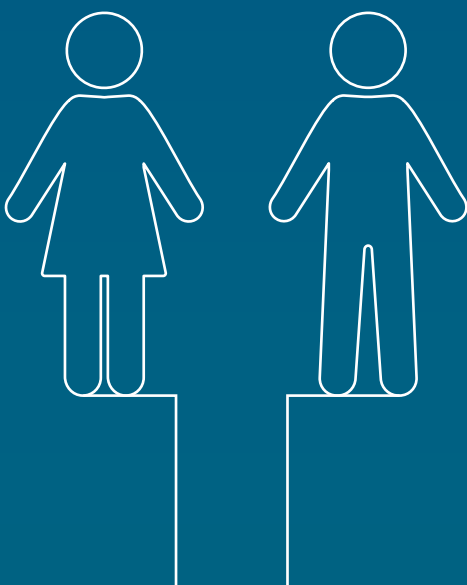


# THE UNIVERSITY OF LAW GENDER PAY GAP REPORT 2022



# OVERVIEW

Since April 2017, a total of 250,000 people have been vaccinated in the UK. The number of people vaccinated has increased significantly since the start of the vaccination programme. The number of people vaccinated has increased significantly since the start of the vaccination programme.



# GENDER PAY GAP - THE HEADLINE DATA ON PAY AND BONUS DIFFERENTIALS

1 | Gender equality 2022

2022	2021 * (percentage)	
mean	1.1% (5.47% ▼)	
median	1.1% (9.63% ▼)	
mean	2.2% (7.43% ▼)	
median	20.00% (15.00% ▼)	
	3.3% (8.68%)	
	4.4% (8.72%)	

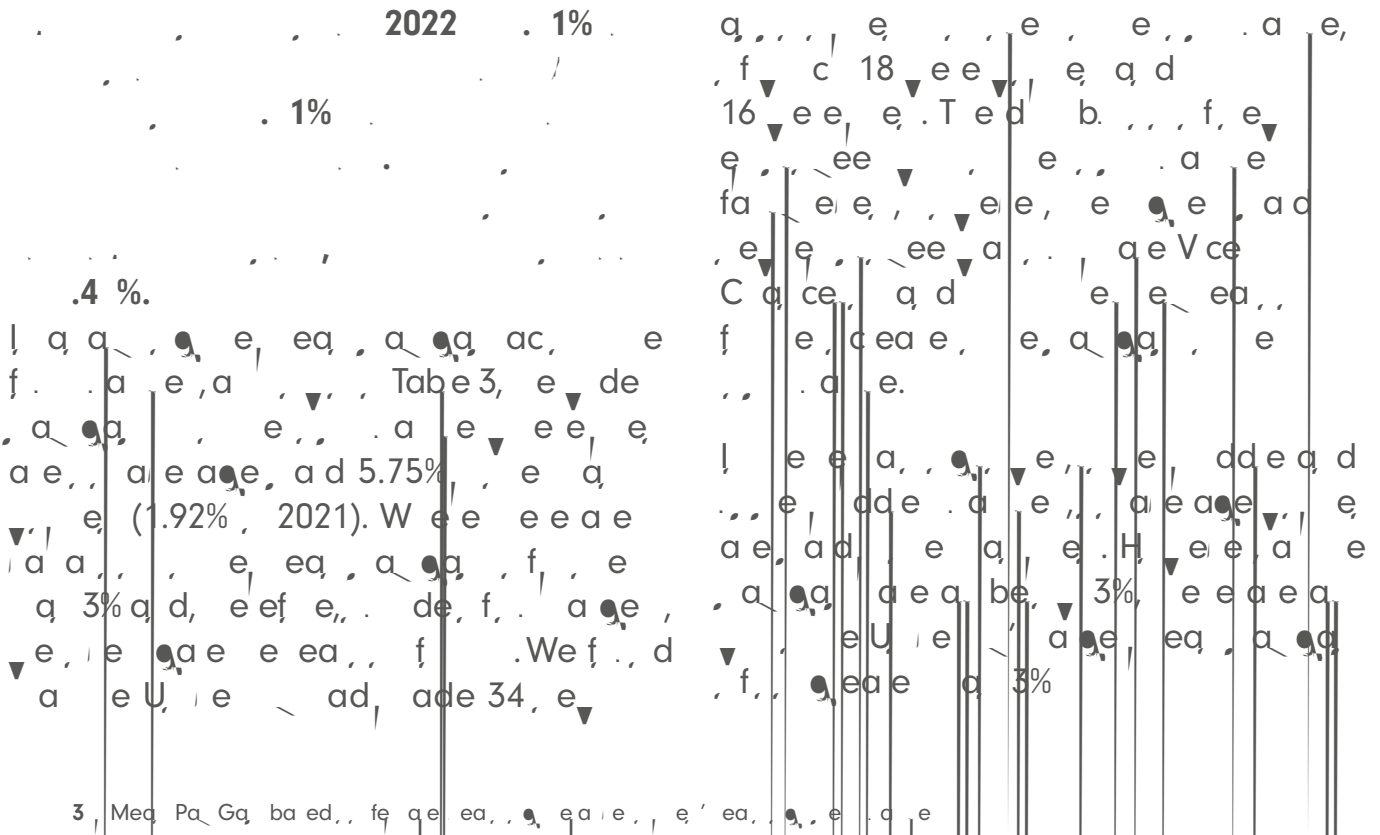
\* Figures are based on 2021 gender equality data, based on the data provided by the companies.

Note: The percentage change in the gender pay gap is calculated as the percentage change in the gender pay gap between 2021 and 2022.



# THE PROPORTION

# OUR DATA: THE MEAN PAY GAP



	2022	2021	2020	201	201	201
All employees	2.59%	6.12%	1.34%	3.85%	0.11%	4.00%
Male employees	1.54%	2.26%	2.84%	3.55%	0.78%	1.36%
Female employees	1.00%	0.52%	1.81%	1.01%	2.40%	1.88%
Non-union employees	5.75%	1.92%	5.97%	5.81%	10.19%	11.60%
Union employees	1.92%	1.92%	1.92%	1.92%	1.92%	1.92%



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	2022	2021	2020	201	201	201
	4.1 %	. %	3.31%	3.08%	0.15%	2.91%
	2.3 %	4.00%	4.80%	5.42%	2.84%	3.94%
	0. %	0. %	2.31%	0.77%	3.33%	4.74%
	0.4 %	2. %	4.37%	4.78%	2.41%	2.28%





# OUR GENDER PAY GAP – CONCLUSIONS AND HOW WE PLAN TO ADDRESS IT

The UK's gender pay gap has widened since 2017, with the average gender pay gap for FTSE 100 companies rising from 14.7% in 2017 to 15.1% in 2018. This is a significant increase, particularly as the gender pay gap for FTSE 100 companies has been narrowing since 2013. The increase in the gender pay gap is primarily due to the increase in the gender pay gap for FTSE 100 companies, which has risen from 14.7% in 2017 to 15.1% in 2018. This is a significant increase, particularly as the gender pay gap for FTSE 100 companies has been narrowing since 2013. The increase in the gender pay gap is primarily due to the increase in the gender pay gap for FTSE 100 companies, which has risen from 14.7% in 2017 to 15.1% in 2018.

Our Gender Pay Gap Report for 2017, published in March 2018, set out our commitment to closing the gender pay gap. We have since implemented a number of measures to address the gender pay gap, including the introduction of a gender pay gap action plan in 2018. This plan sets out our commitment to closing the gender pay gap by 2020, and includes a number of measures to address the gender pay gap, including the introduction of a gender pay gap action plan in 2018.

# PROGRESS WITH FOUR KEY METRICS

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