

Gender Pay Gap Report 2021/2022

Difference in hourly rate

Women's mean hourly rate is 7.5% lower than men's

In other words when comparing mean hourly rates, women earn 92p for every £1 that men earn.

Women's median hourly rate is 8.2% lower than men's

In other words when comparing median hourly rates, women earn 92p for every £1 that men earn.

Proportion of women in each pay quartile

Top quartile (highest paid)

9.2% of the top quartile are women

Upper middle quartile

7.4% of the upper middle quartile are women

Lower middle quartile

5.5% of the lower middle quartile are women

Lower quartile (lowest paid)

22.7% of the lower quartile are women

Who received bonus pay

No bonuses were paid

I confirm the data in this report is correct as a snapshot date 5th April 2021



Alan Poulton
CEO, Russell Group