

	16.05%	6.19%
Bonus Pay (April 2022)	72.34%	0.00%
Bonus Pay (April 2021)	67.35%	0.00%
Bonus Pay (April 2020)	82.84%	41.76%

¹ Mean: the percentage difference in average pay between male and female employees

² Median: the percentage difference in the middle value pay between male and female employees

Pay Quartiles

The data below identifies the Babraham Institute's gender distribution across the four equal quartiles (with each quartile containing 65 employees, apart from the top quartile which contains 66 employees). At the snapshot date of 5th April 2022 the gender split across Babraham Institute staff was 54% females compared to 46% males.

In comparison with the gender balance at the 2021 data capture, the percentage of women has increased across the three lower quartiles. From analysis of recruitment and staff turnover in the last year, we can see that female members of staff filled some positions that were occupied by male member of staff in roles that fall within the two lower quartiles.

After achieving parity in the fourth, highest paid, quartile in the 2021 report, the gender balance in 2022 is 47% female and 53% male. In terms of the number of posts represented in this group, the gender split is 31 female held positions and 35 male held positions.

Relevant data on recruitment and promotions

The shifting nature of our staff base means that some factors affecting the gender pay gap are outside of our control, as described above where our gender balance is shifted by male held positions being filled by females following recruitment when employees have left us to take up new

