

Babraham Institute 2023 Gender Pay Gap Report

5IF #BCSBIBN *OTUJUVUF OFE XPSME TSDUJUVUFZUOCHVOEBNFOUBM
CJPMPCZIVNBO EFWFMPBONEF BUHJQBMBIF *OTUJUVUF IETMET DIB
DPNNJUUF UP QSPNBUOHHBBDE RIBMS BZPGE JWFVSTWUNZUJCBZ
SFTQFDU UIBU TVQQPSUT PVTISBNCMZJRPDUJWVBEQEUBSNEFDGSMF O
BSPVOE UIF XPSME

5IF *OTUJUVUF DPOUJOVFTRVBMXPSL EJPWFSYDQJZSUBOFE JODMVT
*OTUJUVUF BOE BMTB BT QBSU PG UOFS#XCSBIBNT 3&%FBSD
DPPSEBOCZUFRV\$JUZ TVDTOTJUBUJWF BMSMFVEJFRVDEBTJZ UMF
QSPHSBNNF XBT SFOBNFGMVSUDPNNUJPNFOIS BRVTUJZVJVFDPHOJ
BOE SFTQPOEJOH UP FBOJEWJEBMBBDEGFSJHOD FRVBIBNJZ QSP
PQQPSUVOJUJFT UPS ISWFSVSPDFT UIF *WFDLPJUVJOFVE UP
JNQMFNF OVUFVSEFBDUJPOO QMBDUJWFT EFGJOFE XJUIJDIRIJT BD
*OTUJUVUF T DPNNJUNFOU UP XPSLJOH UPXBSET SFFEMJOTH U
PG QBZ BOEJQSPSBUOINBSEJOTOTJUFVUF FFOUWFSVFXBZP UP
FNCFE & % * JOUP BMM BSBFTZPGFNIFJOSLWFOHJXGHSF UP NBLF
GBTUF SFGNPSBMM WXTQSTPHBFTT

LP\$
QSPHSFTT JO CVJMEJOH B GBJS BOE EJWFSTFWDFSNVVOFJUJZ UIE
(FOEFS 1BZ (BQ JT B NFBTVSF PG UIF QFSDFOUBHFWFJSGHIFSFO
FBSOJOHTTFFYQ\$FBO IPVSMZPSBIBBOJFBSMBSUZISBOHF

%JSGDF CFUXEOCQBTFT GNSONBOFB#BCSBIBN *OTUJUVUF

	Mean ¹	Median ²
Hourly Fixed Pay (April 2023)	11.12%	2.87%
Hourly Fixed Pay (April 2022)	14.22%	6.95%
Hourly Fixed Pay (April 2021)	13.72%	3.99%
Bonus Pay (April 2023)	79.25%	35%
Bonus Pay (April 2022)	72.34%	0.00%
Bonus Pay (April 2021)	67.35%	0.00%

Pay Quartiles

5IF EBWDP Q EFOUJGJFT UOFTU#BCVSLFBNHFOEFS EJG B\$SCF RVBQ I
RVBSUJMF T XBSUJMFEDIDROFNBOZFFH BQBSUJGGBSTUSUJMF XIJDI
DPOUBJONQMPZFFT TOUBQTIPU EBUF PG UIFI HESIMS TQMJU B
#BCSBIBN *OTUJU VUPay QZB GCF JpT©%o e! •`C 3À 'TEBUZP 001>-15155.789 0 Td

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What we can identify from the data

8F BSF @MUFBTFFF UIBU UIF *OTUJUVUF JJTT ODPNLN PIONB @BDWPUIDM
HFO\$FQBZ HBQ SFUVSOJOH UP B BX FY QF JQHF EP G SUBI\$FFB B @SZO B
SFNB POND U UFE UFSM PDB QHF FRVJUBCMF QSDUJDNBTL FBOE TV
GVSUIFS QSBHNS\$E\$HGF\$USFODF C B O K FG FQNM\$M\$EFGS PNPXT TPVFSO JO
UIJSE RVBSUJMF XIFSF NPSF XPNFO IPME SPMFT BUJUXTMMFW
GFFE JOUP PVS GVSUI RVBSUJMTFJ GH H M \$ P N B J O B O D I F F G X B U V L S I F B E
*OTUJUVUF T IJHIFTUS \$ B M J T B U D P S P T X T U I F P

GSBNFXPSL DPOUJTONBDFH WPFEBOIFMSOIF UBDFBSMEZBSISGJO F
BOE T SQWF DBSFRS/RSUTTU BGG UP HSPUX BOME MFWDFMFT E
* DOGWSBU UIF EBUB SFQPSUFE JT BDDVSBUF

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