

Pay multiples

The pay multiple is the ratio between the earnings of the highest paid employee and the median earnings figure of our employees

Pay multiple

Year	Pay multiple
2020/21	1.15

Pay multiple

The median remuneration of all staff is calculated by taking the remuneration of each individual employee on 31 March 2021, based on the total full-time equivalent salary. Apprentices and those not employed on our salary scale have been excluded from the calculations