

## **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
2021/22	1.52

### **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