

Babraham Institute 2023 Gender Pay Gap Report

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

5IF *OTUJUVUF DPOUJOVFTRVBMXPSL EJPWFSTQJQZSUBOFE JODMVT
*OTUJUVUF BOE BMTB BT QBSU PG UOFS#XCSBIBNT 3&%FBSD
DPPSEBOCBZFRV\$JUZ TVDTOTJUBUJWF BMSMFVEJFRVDEBTJUZ UMF
QSPHSBNNF XBT SFOBNFGMVSUDPNNUJPNFOIS BRVTUJZVJVFDPHOJ
BOE SFTQPOEJOH UP FBOJEWJEBMBBDBGGSJHOD FRVBIBJNFZ QSP
PQQPSUVOJUJFT UPS ISWFSVSPDFT UIF *WFDLPJOUJVOVFE UP
JNQMFNF OVUFVSEFBDUJPOO QKMBDUJWFT EFGJOFE XJUIJDIRUIJT BD
*OTUJUVUF T DPNNJUNFOU UP XPSLJOH UPXBSET SFFEMJOTH U
PG QBZ BOEJQSPSBUOEDINBSEJOTOTJUFVUF FFOUWFSVFXBZP UP
FNCFE & % * JOUP BMM BSBFTZPGFNIFJOSLWFOHJXGHLSPF UP NBLF
GBTUF SFGNPSBMM WXTQSTPHBFTT

LP\$

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

%JSEODFCFU#EOCQOZTFT GNSONBOFB#OCSBIBN *OTUJUVUF

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

Pay Quartiles

5IF EBWDP Q EFOUJGJFT UOFTU#BCVSLFBNHFOEFS EJG B\$SCF RVBQ I
RVBSUJMF T XBSUJMFEDIDROFNBOZFFH BQBSUJGGSUJMF XIJDI
DPOUBJONQMPZFFT TOUBQTIPU EBUF PG UIFI HQSEMS TQMJU B
#BCSBIBN *OTUJUVPay 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 PNDU UFE UPSM PDB QHF FRVJUBCMF QSDUJDNBTL FBOE TV
GVSUIFS Q\$B HNS\$E\$HGF\$USFODF C B O \$ F\$ QNM\$M\$E\$G\$S PNPXT TPVFSO JO
UIJSE RVBSUJMF XIFS 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 DPOUJTNBØH WPFEØIFMSØEØIF UBØWFFBSMEZBØISGJOF
BOE TØQØWF DBSFFRSVØØSUTTUØØG UP HØPØX BØØME MØFWØØMØTF E
* ØØGØØØØU UIF EBUB SFQPSUFE JT BDDVØØØUF

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