

Society Gender Pay Gap 2024

Total Employees: 6,360

Relevant Males	1,811	6,360	28.5%
Relevant Females	4,549		71.5%

Full Pay Relevant Males	1,659	5,734	28.9%
Full Pay Relevant Females	4,075		71.1%

Males Receiving a Bonus	1,304	4,845	72.0%
Females Receiving a Bonus	3,541		77.8%

		M	F
Mean Gender Pay Gap	9.41%	£13.26	£12.01
Median Gender Pay Gap	-0.12%	£10.68	£10.69
Mean Bonus Pay Gap	-9.43%	£149.13	£163.19
Median Bonus Pay Gap	0.00%	£55.00	£55.00

Mean and Median

The mean is the total of the numbers divided by how many numbers there are. The median is the middle value of a set of numbers.

Upper Quartile

Males	486	34%	1,433
Females	947	66%	

Upper Middle Quartile

Males	340	24%	1,434
Females	1094	76%	

Lower Middle Quartile

Males	399	28%	1,433
Females	1034	72%	

Lower Quartile

Males	434	30%	1,434
Females	1000	70%	

The figures within this report have been calculated using Society data as at 5 April 2024 and I can confirm they are accurate.

Michelle Cemm

Michelle Cemm - Chief People Officer