
¹ Mean: the percentage difference in average pay between male and female employees

² Median: the percentage difference in the middle value pay between male and female employees

promotions, online and local provision of leadership courses has eliminated the requirement for participants needing to arrange time away from home, and equality, diversity and inclusion are incorporated into the programme. The programme is designed to be flexible and accessible to all participants, including those with disabilities, and to provide a range of learning opportunities to meet the needs of all participants. The programme is designed to be flexible and accessible to all participants, including those with disabilities, and to provide a range of learning opportunities to meet the needs of all participants.