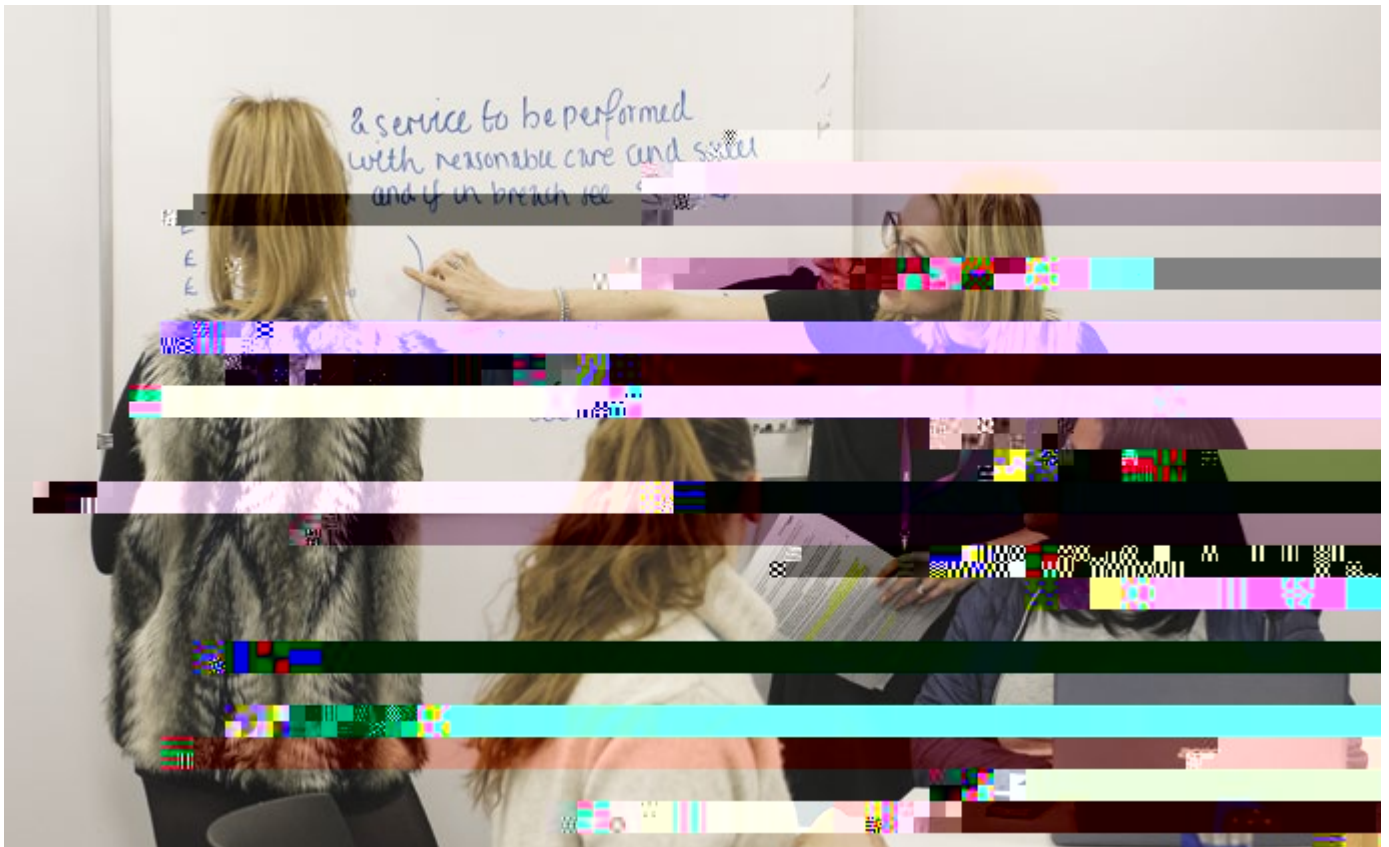


Th

Some examples of the actions that we have taken, include:

[REDACTED]

[REDACTED]



GENDER PAY GAP

- THE HEADLINE DATA ON PAY AND BONUS DIFFERENTIALS

The University of Law on 5 April 2021	The gender pay gap. Women's earnings relative to men's earnings* (↑ ↓)	Page
Our mean gender pay gap	5.47% lower (↓ 5.47%)	7
Our median gender pay gap	9.63% lower (↓ 9.63%)	9
Our mean gender bonus gap	7.43% lower (↓ 7.43%)	11
Our median gender bonus gap	15.00% lower (↓ 15.00%)	11
The proportion of male employees receiving a bonus	8.68% (8.68%)	
The proportion of female employees receiving a bonus	8.72% (8.72%)	

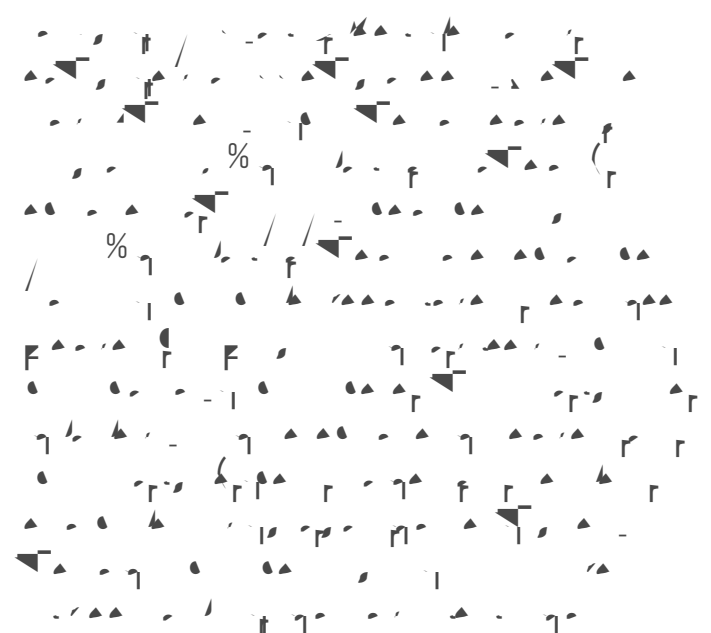
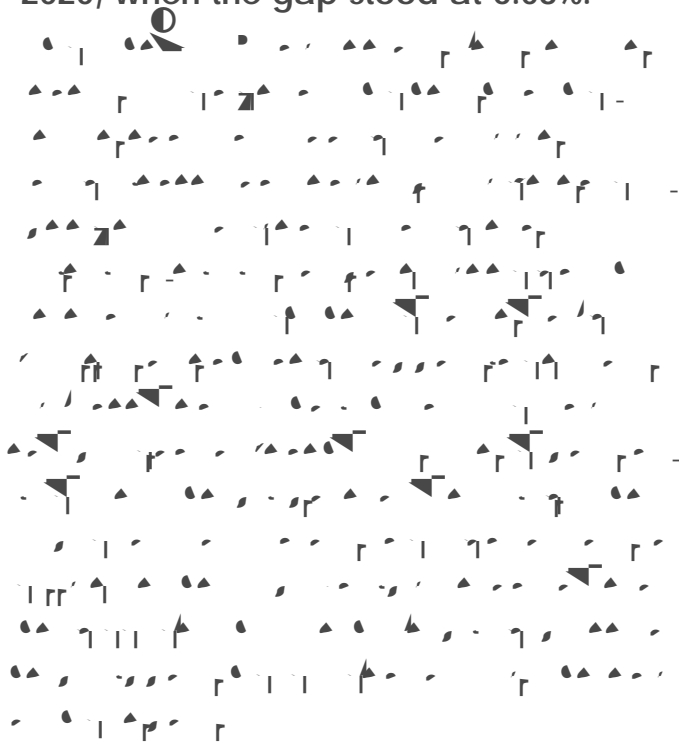
* The gender pay gap is calculated as the difference between the mean (or median) earnings of men and women, expressed as a percentage of men's earnings. The gender bonus gap is calculated as the difference between the mean (or median) bonus payments of men and women, expressed as a percentage of men's bonus payments. The proportion of male and female employees receiving a bonus is calculated as the number of employees receiving a bonus, divided by the total number of employees, expressed as a percentage.

THE PROPORTION OF MALES/FEMALES IN EACH QUARTILE PAY BAND

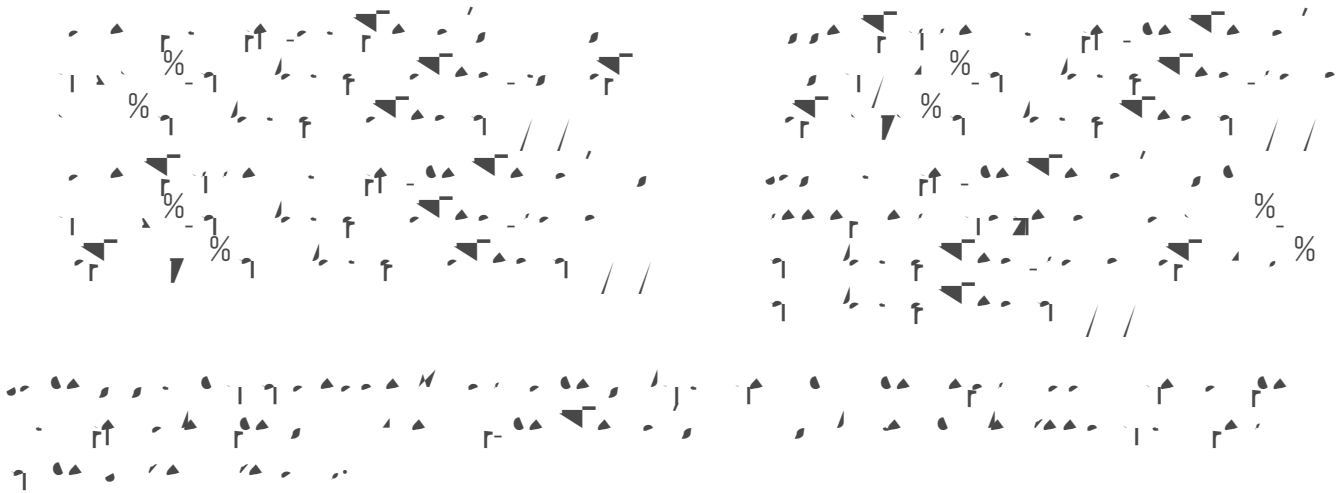


OUR DATA: THE 'MEAN' GAP

We have a mean pay gap of 5.47% for all employees (see note below on how this compares to the wider economy), indicating that on average men are paid 5.47% more than women within the organisation. This represents a reduction in the 'mean' gap from our last report in 2020, when the gap stood at 6.08%.



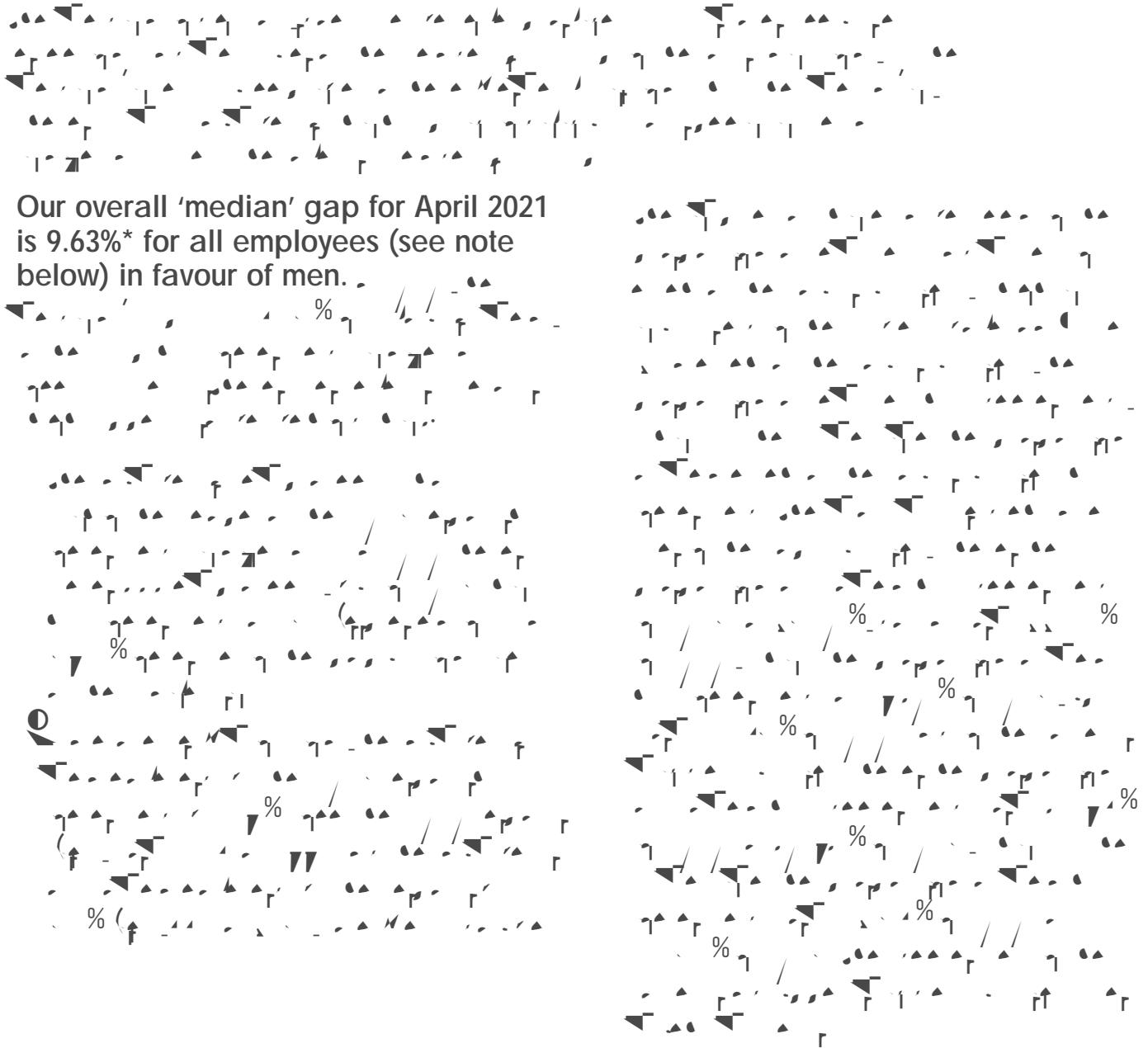
In our:

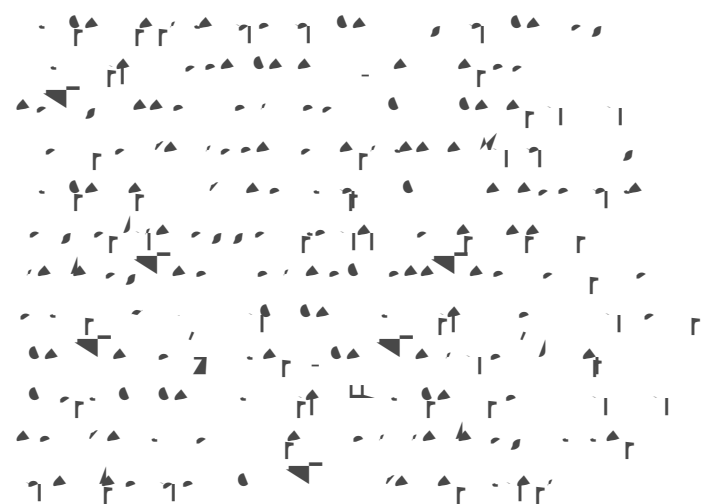




OUR DATA: THE 'MEDIAN' GAP

Our overall 'median' gap for April 2021 is 9.63%* for all employees (see note below) in favour of men.



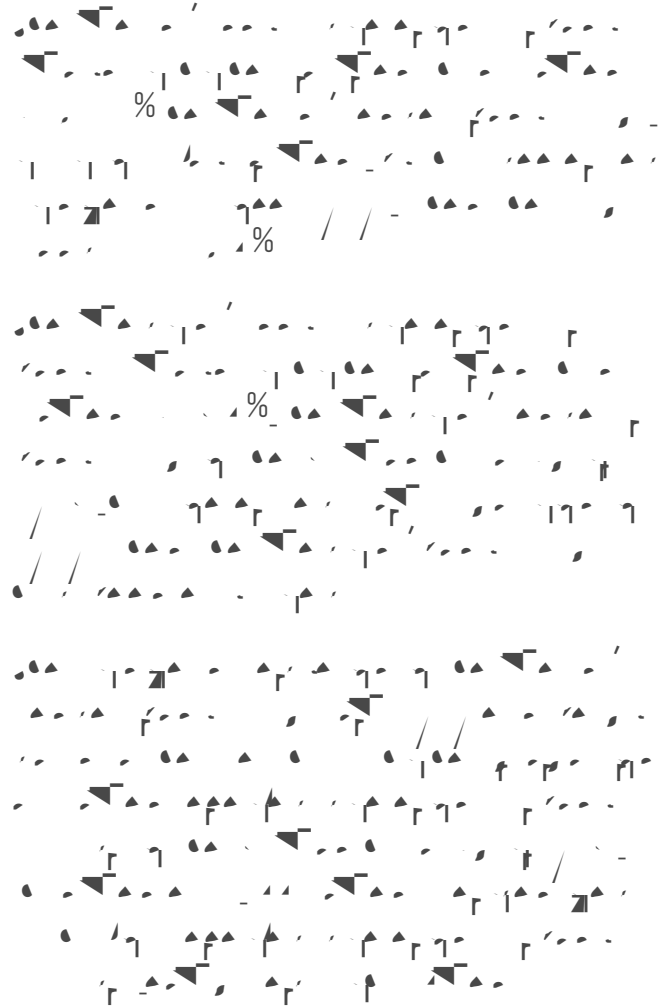
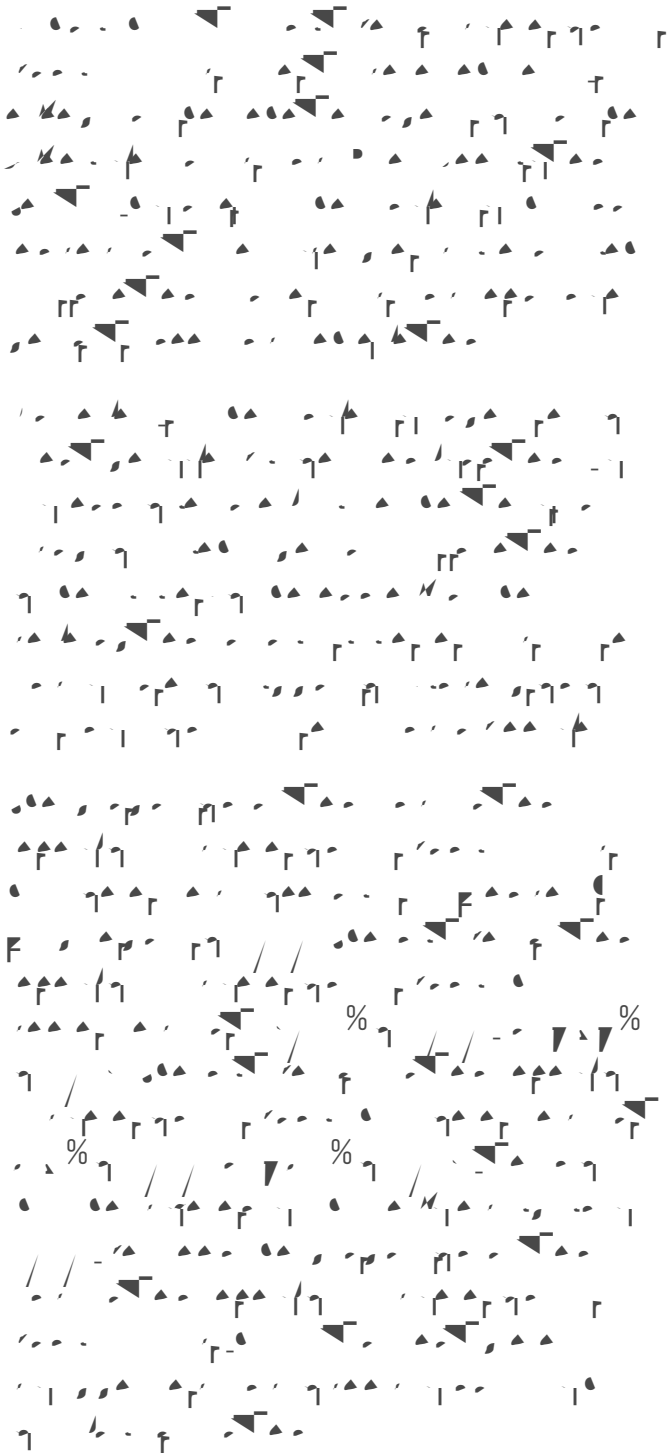


	Female	Male	mean % gap* (↑ ↓ %)	median % gap* (↑ ↓ %)
Top Quartile			1.92% (↑ ↓ %)	2.97% (↑ ↓ %)
Upper Middle Quartile			0.52% (↑ ↓ %)	0.86% (↑ ↓ %)
Lower Middle Quartile			-2.26% (↑ ↓ %)	-4.00% (↑ ↓ %)
Lower Quartile			-6.12% (↑ ↓ %)	-8.68% (↑ ↓ %)

Source: Internal data as of 31/12/2021. Figures are rounded to two decimal places.

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OUR DATA: THE 'BONUS' GAP



OUR GENDER PAY GAP – CONCLUSIONS AND HOW WE PLAN TO ADDRESS IT

Our gender pay gap is 10.1% (2021) compared to 10.2% (2020). This is a decrease of 0.1% from 2020. The gender pay gap is calculated as the difference between the average pay of men and women, expressed as a percentage of the average pay of men. The gender pay gap is a measure of the difference in pay between men and women, expressed as a percentage of the average pay of men. The gender pay gap is a measure of the difference in pay between men and women, expressed as a percentage of the average pay of men.

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FURTHER ACTIONS PLANNED

Placeholder text consisting of various symbols and characters, likely representing a list of planned actions or a detailed report content.

