



Diversity Pay Gap Report 2021





Gordon Wilson

Chief Executive Officer

“For the second year, I’m pleased to share with you our Diversity Pay Gap Report. In our continued efforts towards equity and an inclusive culture, the data presented this year is a great step forward in our understanding. Alongside the brilliant work of our Inclusion Networks, this year’s report gives us encouragement that we can allow all our people to thrive. There is more work to be done and I look forward to seeing even greater steps in the year ahead.”



Alex Arundale

Chief People
Experience Officer

“It has been an incredible year, further building an equitable and inclusive experience for all our employees. The data from these reports gives us meaningful insights in which to set our plans and commitment to diversity and inclusion within our organisation.

&

We continue to be proud of our fundamental values of hiring for potential, promoting at pace and rewarding excellence. Representation continues to be an area we look to improve to ensure that we are representative of the general population and this, we believe, will reduce our pay gap as this year’s report demonstrates.”



Marianne West

Head of Talent
Experience

Statement from Nick Gallimore

"When we first started reporting on our gender pay gap at Advanced in 2017, we were already significantly through a transformative journey around how our business thought about talent. Having extensively analysed and reflected on how we hired, developed and managed our people, we had already begun to think very differently.

In particular, we realised and appreciated that historically – like many technology businesses – we had an over-reliance on trying to hire people into our organisation who already had experience of working in technology, and often within similar organisations as our own. We realised that the science of assessment really doesn't support that this is the right thing to do, and that if we were to build on our vision for our workforce – one that is truly diverse – then simply hiring from the same candidate pool wouldn't work.

So, we set out with a new vision and a new talent strategy – to hire for potential and develop at pace. We took some big decisions on the way – removing CVs from our hiring process, changing our selection methodology altogether and introducing cognitive and behavioural assessments, re-thinking our employer brand and completely re-imagining what our workforce would look like five years down the line. In our first Gender Pay Gap Report we stated that it was our principles that we believed would enable us to make significant progress.

Nick Gallimore
Innovation Director -
Advanced People Management



Well, now we've arrived at that point five years later where we can look back at what we've achieved. Some of the decisions were difficult to implement and hard to adjust to. Doing something very different to the rest of the market takes quite some explaining, and a lot of dedication to the principles which drive you. But as we publish yet another reduction in our gender pay gap this year, we can see yet again that those principles are continuing to give us the best foundation for us to grow from.

Of course, those five years have seen some pretty unique challenges for us, and for every organisation up and down the land. Having lived through some extraordinary times and seen the focus on all facets of the employee experience grow, the conversation in the market is starting to shift. Slowly, more organisations are discovering that – particularly in a hyper-distributed world – it's the people experience that defines success. We will continue to challenge ourselves by asking difficult and challenging questions about what we can do differently and how we can make a difference."

Statement

We declare that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in blue ink, appearing to read 'G. Wilson', with a long horizontal stroke extending from the end.

Gordon Wilson,
CEO, Advanced

A handwritten signature in black ink, appearing to read 'A. Arundale', with a long horizontal stroke extending from the end.

Alex Arundale,
CPXO, Advanced

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Executive summary

“Data is absolutely fundamental on our journey towards equity”



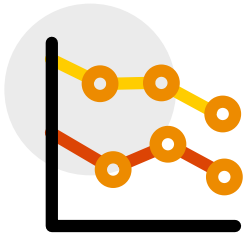
Alex Arundale,
CPXO, Advanced

Our goal in producing our first Diversity Pay Gap Report last year was to find out what we didn't know – “If we can't measure it, we can't manage it”. This year we have aimed to build on our knowledge of our organisation, and really understand how we can move forward, and better understand the lived experiences of our people. The last year has been enlightening, exciting and empowering as we developed our Inclusion Networks and set some core principles and key actions to help us move towards equity as a business. The first Diversity Pay Gap Report really gave us a place to start.

The second year of producing this report with the wider community in mind has provided some real insight into key focuses for the year ahead. Some of the clear gaps identified for many communities last year have widened this year, and though two years of reporting cannot yet give us an indication that this is a trend which will continue, we know we must look closer at the causes of those gaps. To strive towards equity, we need to make sure we build on the insight provided by the data within this report. We have made progress on including this information around diversity in our decision making, and this year we must take that further to ensure we meet our own expectations of providing representation and equity in career progression for everyone.

This year we see the continuing trend of a reduction in gender pay gap for the fifth year running. We can therefore continue to have confidence that we are doing the right thing for women in the business. After this year's report, we can also be confident that we have good knowledge of how to replicate this progress for all people at Advanced.

Key findings



Our mean gender pay gap has reduced for the fifth year in a row by:

4.6% to **12.2%**



There has been a significant increase in female representation in the upper pay quartile - up:

5.5%



In the highest level of our Career Framework, we have increased representation by **4%** for ethnic minorities, **6%** for LGBTQ+ individuals and **4%** for disabled people.



Although, the mean pay gap for ethnicity has reduced overall by **1.5%**, we have seen pay gap increases for a number of characteristics including LGBTQ+, disabled, Asian, Black and Mixed Race employees.



We have increased trust with our people to share their sexuality, reducing the number of people who prefer not to say by:

1.6%

Fundamentals of the report

Intersectionality

It is important to understand the impact each characteristic has on both pay gap and representation – the two main focuses of this report. However, it should be mentioned that each individual is not impacted by one single characteristic, but the combination of a set of influences specific to their identity for example, race and gender. Layering this complex data so that we can build a more coherent and rounded picture of an individual's experience at Advanced is something we hope to look into in the future.

Mean versus median averages

Historically, we have discussed both the mean and median averages when looking at the gender pay gap. Legally, we have to continue to do this. However, we will be primarily focusing on the mean averages throughout the report. We have found this to be more demonstrative of overall change and the most meaningful average. However, all median averages will be reported in 'the data' section at the back of the report and will continue to inform our analysis throughout the year.

A note on data and dates

Our diversity data volunteered by our people was updated in November 2021. The financial information is from the start of our FY22 financial year – April 2021.

This gap in time is important to note, particularly when looking at the bonus data presented in this report.

Pay gap is different to equal pay

Equal pay means that two people doing the same or similar roles will be paid equally. Advanced is committed to this at all levels of the organisation, as set out in the Equality Act (2010). This is different to the pay gap, which looks at the average hourly pay for a group of people and therefore includes a number of other factors, such as how long they've been in the business and their seniority within it.

A note on bonus data

Considering this gap in time, we have decided not to include the bonus gaps for our diversity characteristics, apart from gender which is a legal requirement. We want this to be meaningful data from which to create action, however the impact of COVID-19 on bonus pay timelines, along with the differences in data collection, means these data points are not as meaningful this year.

Actions we've taken in 2021

- Solidified the role of our Inclusion Networks within the business.
Our Network Chairs have taken a leading role in many inclusion initiatives and continue to drive activity forward. Our Inclusion Networks celebrate, educate and advocate for the communities they represent.
- Ensured representation from our Inclusion Networks at our leadership events, placing great importance on bringing diverse perspectives to rooms with our decision makers. Our Network Chairs are vital in providing learning and education opportunities to our leadership community.
- Became a Disability Confident Employer, a key indicator to our people and prospective talent with disability and long-term illness that we are delivering equitable opportunity and experiences. We committed to expand the attraction and recruitment of people in this community, as well as providing support and networking for those affected by disability through our Advanced Enable Inclusion Network.
- Became a Stonewall Diversity Champion which gave us the opportunity to learn how to be more inclusive to the LGBTQ+ community. This provides a visible sign of support and allyship to this community too.
- Undertook qualitative research into the lived experiences of people of colour throughout their journey with Advanced. This helped us inform our goals to improve manager education on unconscious bias, as well as kick-starting work by our Black Lives Matter Network into increasing empowerment and access to opportunity for Black youth.
- We partnered with the charity Astriid and committed to providing opportunity for their Invisible Talent Pool of people who have struggled to access paid employment due to long-term illness or disability.
- We showed our commitment to achieving a culture of equity and inclusion by expressing this in our core values. We are Different Together, no matter who you are, where you're from, how you think or who you love, we will give you equal opportunity to thrive.

Actions going forward

Measuring and managing

- We are committed to producing a quarterly talent data pack which includes key diversity data points. This will be delivered alongside our standard talent data ensuring our leaders have this insight when making key talent decisions. This will help us sustain and increase diversity within all functional areas as well as help us improve inclusion within decision making.
- Continue to improve our diversity pay gap process and build upon the key diversity data we've identified. It's important we are looking at the right data for the right decisions, so reviewing the appropriateness of data captured and making sure we are giving our people the opportunity to share their lived experience is vital.

Leadership and management education

- Alongside delivering our functional data packs, we will work to develop our leaders' understanding by delivering diversity insight from our People Experience Team. This will ensure that decisions around talent and people experience will be made not only with the right data but also with the right mindset.
- A people manager is the individual that will have the most impact on a person's experience. We are working on manager education to add to their toolkit on how best to support their people. Education is key, providing a comfortable and open environment where people can bring their whole selves to work.

The role of our Inclusion Networks

- Our Inclusion Networks are vital to ensuring that we are always doing the right thing by the community they represent. They have been successful in driving forward a number of initiatives listed on the previous page and will continue their role going forward. We will focus on increasing the visibility and reach of the Networks for the coming year. The more of our people who engage with our Networks, the more we can be sure we know what people from our diverse communities expect from us and understand their lived experiences.

Gender

Gender

Pay gap

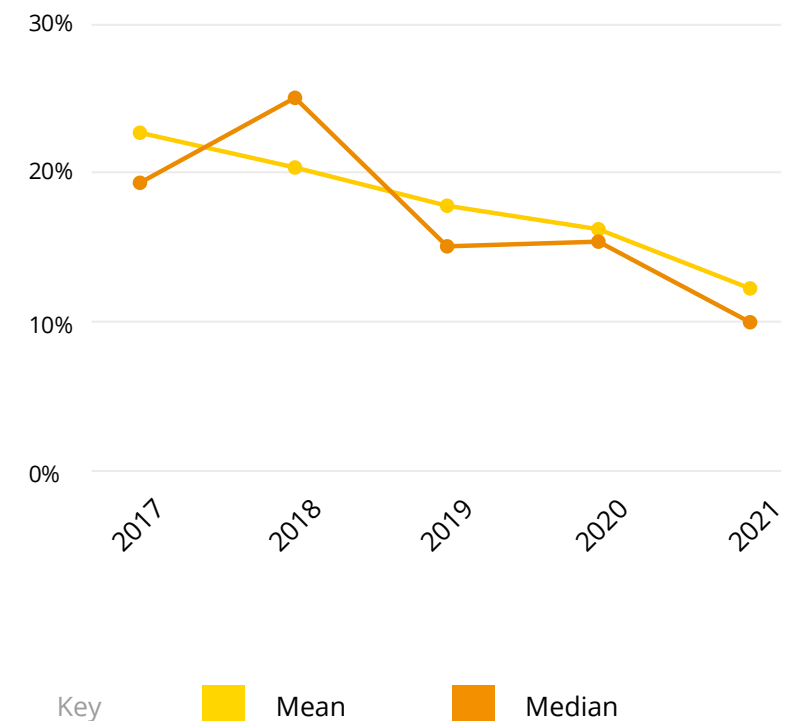
Mean pay gap: 12.2% - decreased by 4.6%

Median pay gap: 10% - decreased by 6.3%

Both our mean and median gender pay gaps have reduced by a huge amount this year - 4.6% in mean gender pay gap and 6.3% in the median pay gap ([figure 1](#)). We're really proud of this progress. This continues the trend of reduction in the gap that we have seen consistently since we began reporting. This year's brilliant improvement in our pay gaps, particularly the median gender pay gap, reflects the upward trend of mobility of women we have seen in our business over the past year.

In line with legal requirements, we report on gender in a binary way. Last year, our population of people who are non-binary, and therefore not included in calculations, was not large enough to produce a statistically significant pay gap calculation. That is still the case this year, though this population is slowly growing at Advanced so we will continue to monitor our data. We are committed to including the non-binary community in our journey towards equity.

Mean and median gender pay gap between 2017 and 2021



Bonus gap

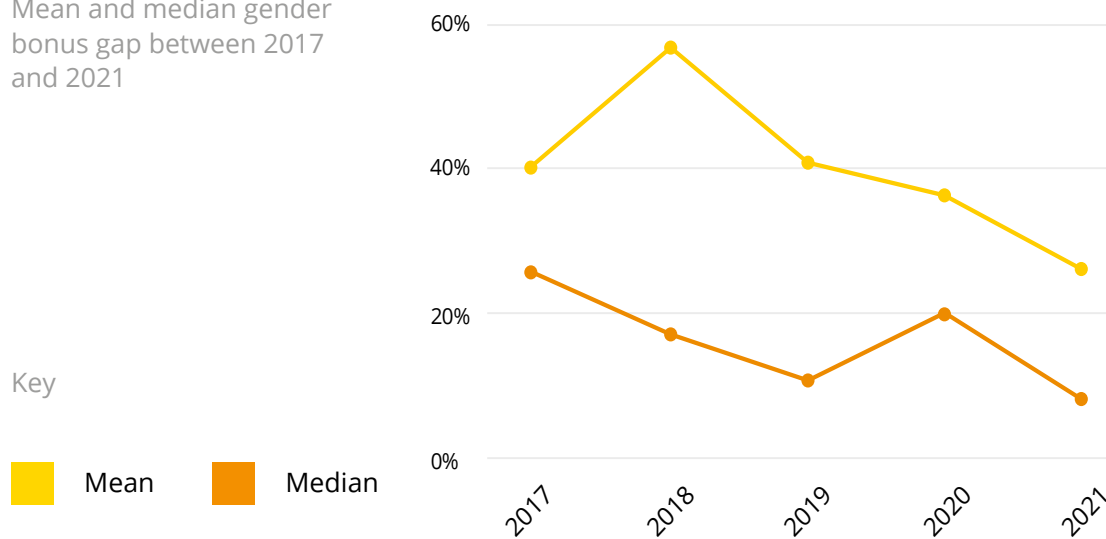
Mean bonus gap: 26.8% - decreased by 9.5%

Median bonus gap: 9.5% - decreased by 11.3%

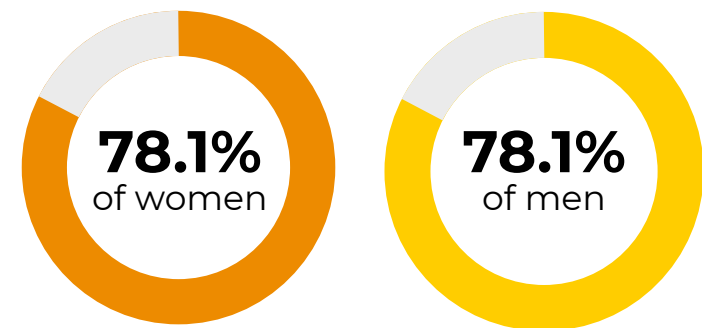
We're pleased to report a reduction in both our mean and median bonus gaps this year – a reduction of 9.5% and 11.3% respectively ([figure 2](#)). Since we implemented our new bonus scheme in 2018, our mean bonus gap has reduced by 30.2%, showing the positive nature of this change.

The proportion of men and women receiving bonus has also been consistently similar. This year the same percentage of people for both genders received bonus – 78% ([figure 3](#)).

Mean and median gender bonus gap between 2017 and 2021



Percentages of men and women who received a bonus in the 12 months prior to April 2021



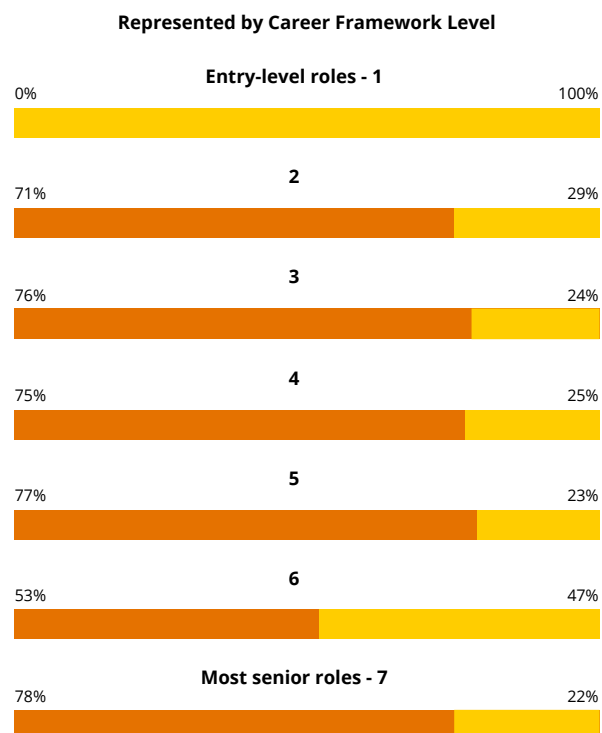
Quartiles

We can attribute the reduction in both pay gaps to the 5.5% increase in female representation at the upper quartile of pay ([figure 5](#)). This is supported by an increase in females across a number of Career Framework levels. The population of women contributing to the pay gap data has also increased overall by 2% ([figure 6](#)). We're proud to see an increase in women at Advanced this year.

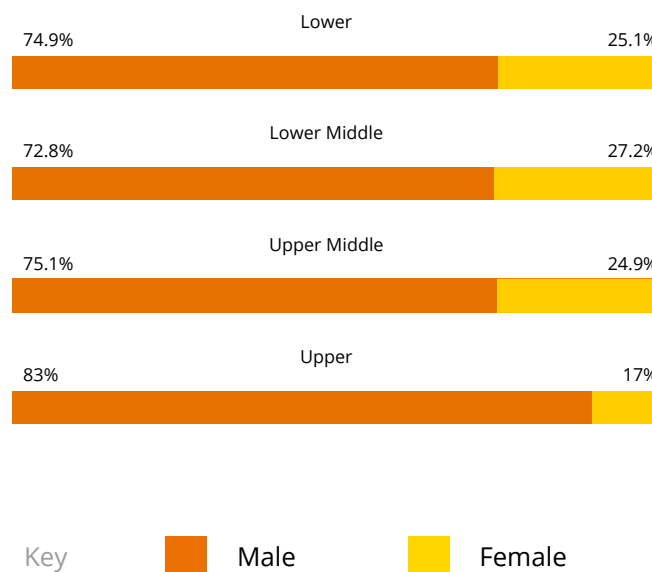
Career Framework representation

Our goal continues to be the increased representation of women across all levels of our Career Framework, and we have achieved an increase across nearly all levels this year ([figure 4](#)). We will continue to work on this and give particular focus to attracting female talent in functions across the business where they have the lowest representation.

The gender makeup of each level of the Career Framework



The quartile percentages by gender

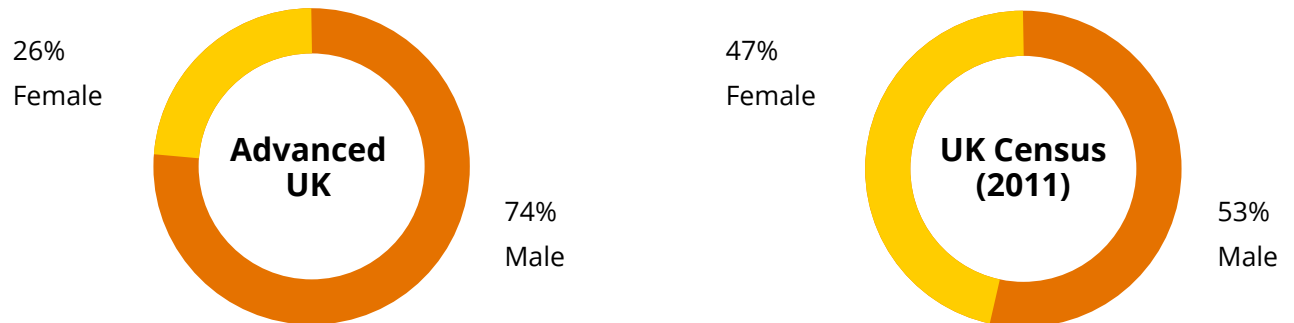


Census data

With an overall rise in the number of women across the business, we remain proud of being more representative of women than the average of the technology industry, which is 25.5%* ([figure 6](#)). Though we continue to have a long way to go in terms of true representation of the UK population, it is encouraging to see improvement here.

* <https://technation.io/report2021/#diversity-in-tech>

The makeup of the Advanced workforce by gender, compared to the 2011 UK census



A note from Advanced Women's Network

"Looking back at data from previous years, it is evident that we have made good progress and we should be encouraged this can continue. Advanced has worked alongside the Women's Network on a number of initiatives to promote awareness and dialogue, and to ensure our workplace operates in an inclusive manner.

Going forward - we aim to continue on this path in 2022, with a focus on internal mobility and an intersectional approach; we aim to increase representation of women within the management and leadership community."

Ethnicity

Ethnicity

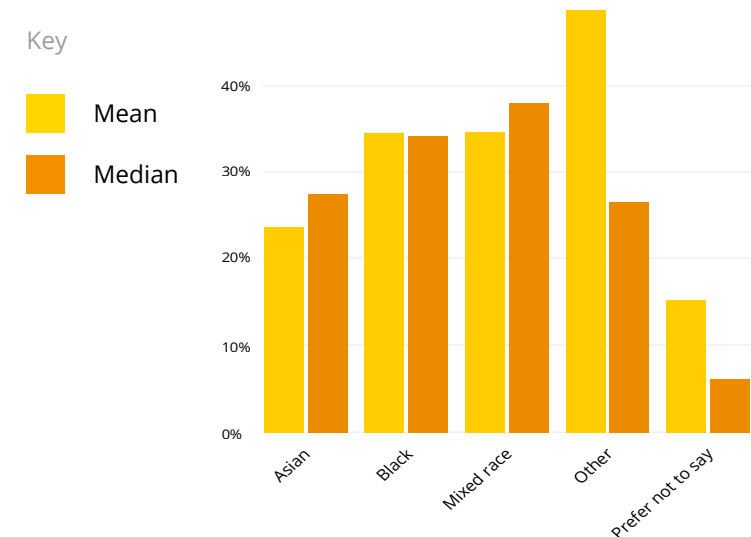
Pay gap

Mean pay gap: 17.3% - decreased by 1.5%

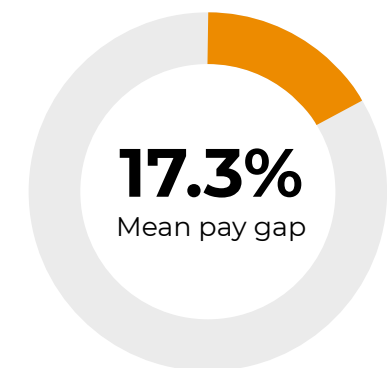
Median pay gap: 26.2% - decreased by 3.8%

It's great to see an overall reduction in the second year of reporting but there are considerable improvements to be made. Our mean ethnicity pay gap has reduced by 1.5% - to 17.3% ([figure 7](#)). This is encouraging and may be attributed to a dramatic reduction for those who reported under the 'Other' group. However, this is a very small community, and we have seen pay gap increases across most of the other groups represented ([figure 8](#)). We have also reduced the median pay gap to 26.2%, which may be attributed to increased representation in more senior Career Framework levels. Though we cannot assume a trend from only two years of data capture, ongoing rises in pay gaps for our largest populations of people of colour is just not good enough so we commit to focussed action on increasing the mobility of this community. We are confident our talent philosophy provides equal opportunities for recruitment and career development of ethnic minority groups, but we need to be more proactive. Our talent insight sessions with functional leads will help give us a better picture for areas of improvement in representation and network visibility will help us assess the lived experiences for our people.

The pay gap for each ethnicity



The mean pay gap between White and ethnic minority employees



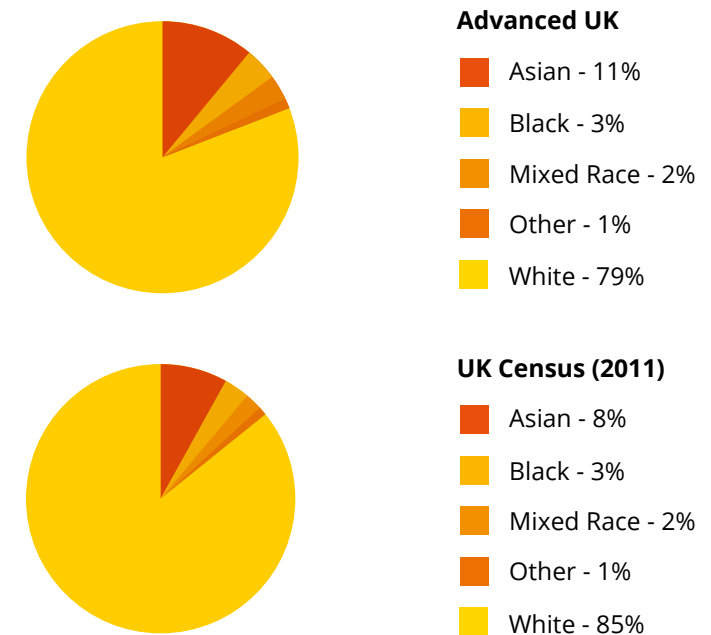
Career Framework representation

Last year we were acutely aware of the stark lack of representation of non-white ethnic groups across our most senior leadership. We're pleased that representation has increased here, mainly due to a number of senior hires who are people of colour ([figure 9](#)). However, representation has decreased in lower levels of the Career Framework. We will do more to provide opportunity to this community at all levels and build trust with this community that we will provide equitable experiences.

Census data

We remain largely representative of the UK population in terms of ethnic diversity which is due in large part to people in levels 2-4 in our Career Framework ([figure 10](#)). Though we continue to be comfortable that our recruitment philosophy is attracting a diverse population of talent, more focus will be put into gathering further data insights into the internal mobility of this group.

The makeup of the Advanced workforce by ethnicity, compared to the 2011 UK census



A note from Black Lives Matter Network

"The BLM Network is happy to see Advanced continue to move in the right direction in striving for equality for Black people and people of colour within our business. It's important to keep building on this progress and remedy the pay gap that does exist for people of colour by taking action.

Going forward - an increase in activities such as professional mentoring to help Black employees and people of colour to progress their career, along with extensive education for managers to make them aware of bias is paramount to ensure Advanced creates an environment that acts as 'One Advanced'."

Education

Pay gap

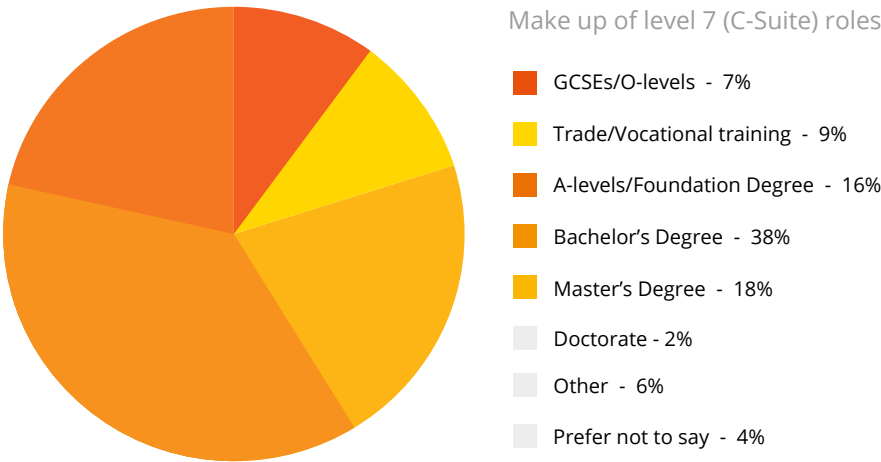
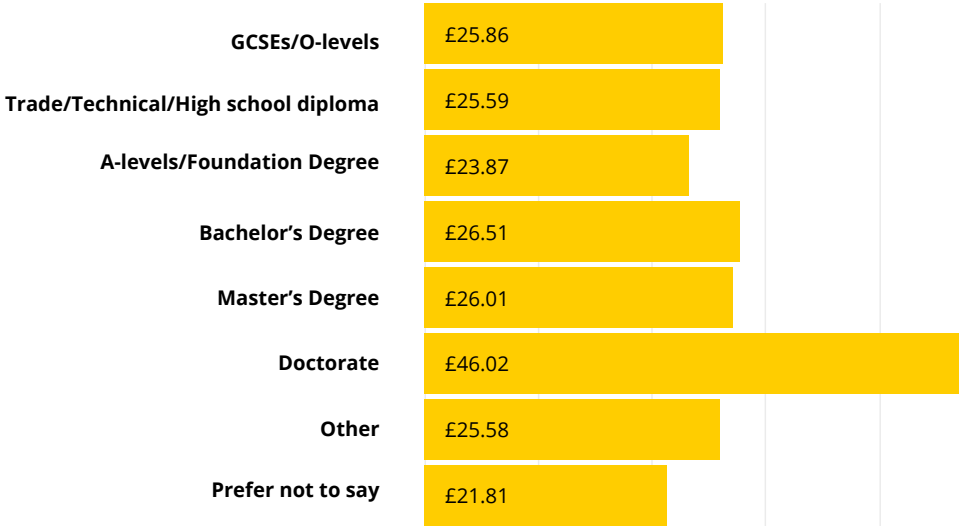
Mean pay gap: No correlation to educational achievement
Median pay gap: No correlation to educational achievement

We continue to be convinced that due to our hiring philosophy, educational attainment does not have a meaningful impact on pay. Those with a highest qualification of GCSEs/O-levels continue to earn more per hour on average than those with A-levels or technical qualifications, and only slightly less than those with a Master’s Degree [\(figure 11\)](#).

Career Framework representation

As evidenced by fairly even representation of each education type across our Career Framework levels, education is not the key to success at Advanced [\(figure 12\)](#). It should be noted that access to education may be significantly different across different intersectional identities – for example, it can be a key indicator of socio-economic background, and therefore continuing with our philosophy should also ensure a parity of opportunity for people from low socio-economic backgrounds.

The mean average hourly pay by education level



Sexuality

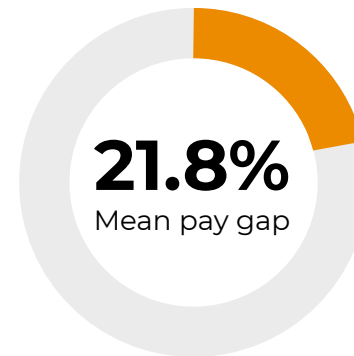
Pay gap

Mean pay gap: 21.8% - increased by 10.8%

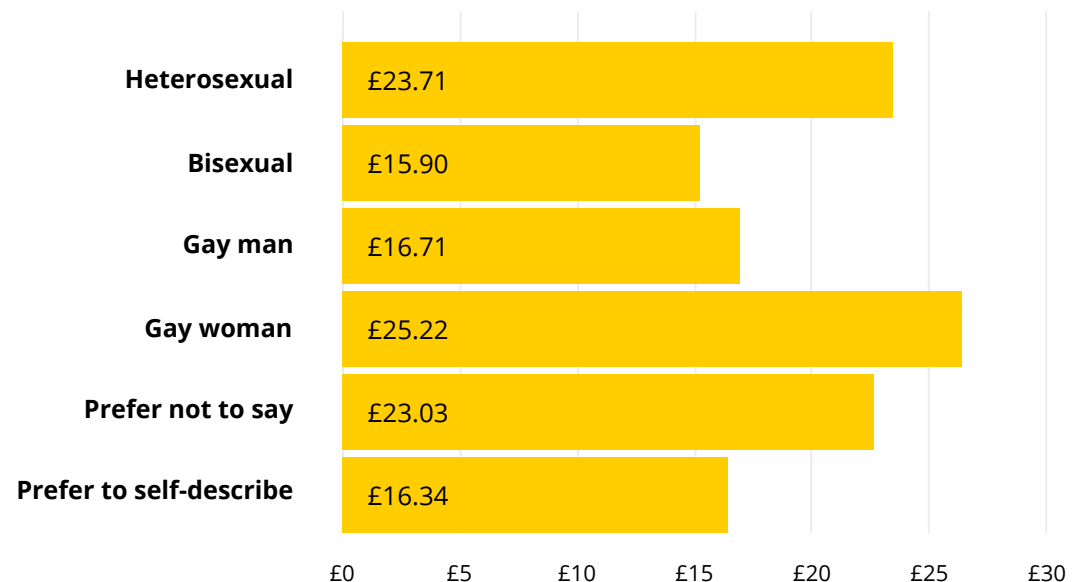
Median pay gap: 24% - increased by 10.7%

The mean pay gap has increased quite significantly by 10.8% ([figure 13](#)). This appears to be a reflection of a lack of opportunity and representation; however, this is not the whole picture. The data presented last year showed a very large proportion of people under the 'Prefer not to say' category. We felt that this showed discomfort within our population to disclose sexuality and one of our goals was to decrease that number. We have managed to do this with a decrease of 1.6% and anecdotal evidence from Team Rainbow, our LGBTQ+ Inclusion Network, backs this up. Having a more accurate picture due to this decrease makes us feel more comfortable about a way forward with the current pay gap.

The mean pay gap between heterosexual and LGBTQ+ employees



The mean average hourly pay by sexual orientation



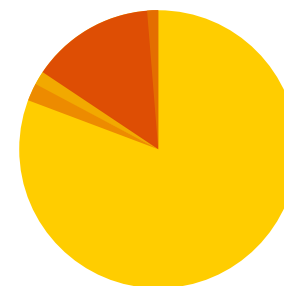
Career Framework representation

There have been decreases in the proportion of people who did not share their data with us across all levels which shows more trust in us to declare their sexuality without fear of repercussion ([figure 15](#)). This is due mainly to Team Rainbow, our LGBTQ+ Network, who have created a safe space for people to be themselves, with many people sharing that Advanced is the first workplace in which they have comfortable to share their sexuality with their colleagues. We aim to continue supporting people on this journey of pride and comfort. It's also encouraging to see an increase in representation in the highest level of our Career Framework.

Census data

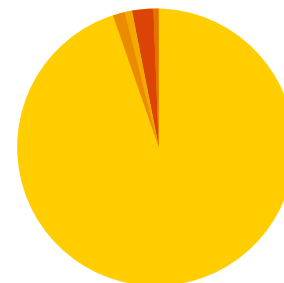
Advanced, as a community, reflects the makeup of the UK population when considering sexuality ([figure 16](#)). It is however worth noting that this census data is also 10 years out of date, and therefore may not accurately reflect the UK as it currently stands.

The makeup of the Advanced workforce by sexuality, compared to the 2011 UK census



Advanced UK

- Heterosexual - 81.5%
- Prefer not to say - 12.9%
- Bisexual - 2.1%
- Gay - 2.1%
- Prefer to self-describe - 1.3%



UK Census (2011)

- Heterosexual - 94.6%
- Prefer not to say - 2.5%
- Bisexual - 0.9%
- Gay - 1.4%
- Prefer to self-describe - 0.6%

A note from Team Rainbow

"The pay gap increasing is disappointing, but not wholly unexpected. The increase in proportion of our employees showing confidence by declaring their sexual orientation is extremely positive. It proves that the work that Advanced and Team Rainbow are doing is instilling confidence in our employees.

Going forward - the goals for the year ahead are to make strides on closing the gap, improve further the proportion of people disclosing their sexual orientation, and to outwardly demonstrate our support for the LGBTQ+ community."

Disability

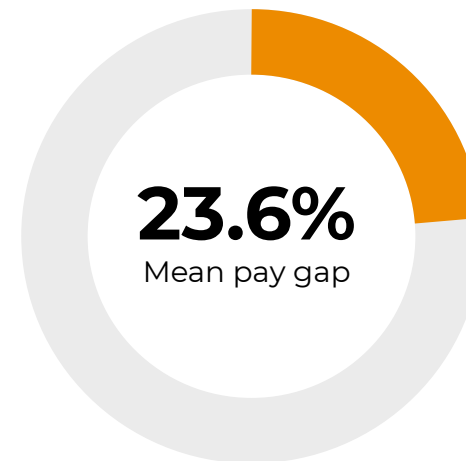
Pay gap

Mean pay gap: 23.6% - increased by 5.3%

Median pay gap: 29.4% - increased by 2.7%

It was evident from last year's data that the community of people within Advanced who self-describe as disabled was very small, and therefore it was difficult to feel comfortable with the accuracy of our pay gap numbers. This year has seen an increase of 5.3% in the mean pay gap, but also a small increase in the size of the community ([figure 17](#)). It should be considered that this community is likely to be impacted by low pay for a number of reasons, one of which would be reduced hours. More recently, we have used our partnership with Astriid to attract and match disabled and long-term-ill talent to flexible opportunities, so there may be improvement in the pay gap seen in the future. The aim of this partnership is to provide flexible and appropriate opportunities to individuals that will allow them to succeed and perform highly.

The mean pay gap between those who self-identified as having a disability and those who did not



Career Framework representation

From experiences that have been shared within our disability Inclusion Network, Advanced Enable, it's evident that there is a group of people within the business who are affected day to day by a long-term health condition but do not self-describe as disabled. Data from our employee engagement survey shows that many more people have long-term health conditions that affect day-to-day activities. This community totals around 13% of the business, which is a much larger group than those who described themselves as disabled. In order to fully understand the impact of long-term illness and disability on pay gap, we need to get to know this community better.

A note from Advanced Enable

"It is positive to see the reported increase in size of the disabled community here at Advanced. The business continues to demonstrate their desire to benefit from a diverse talent pool through initiatives such as the national Disability Confident Employer scheme and the partnership with Astriid, as well as their ongoing support of Advanced Enable – the disability Inclusion Network.

Advanced Enable celebrate and support colleagues with disability, long-term health conditions or impairments, neurodivergent colleagues and carers. We have seen an increased engagement from allies across the business wishing to learn from our community and in support of our mission of enabling us all to have an equitable opportunity to thrive at Advanced.

Going forward - we look to continue supporting our disabled community through our initiatives such as working with Astriid and raising awareness of our community within Advanced. We hope in the long term this will help those affected by disability feel comfortable and supported by Advanced."

Socio-economic status

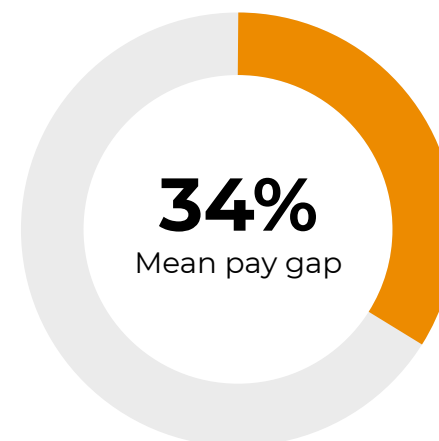
Pay gap

Mean pay gap: 34% - same as last year

Median pay gap: 39% - increased by 2.1%

The mean pay gap for socio-economic status is 34% ([figure 19](#)). This is the same as last year's findings and it is likely that those who identify with this community have not changed very much within the business. Since it is likely that those who are from a low socio-economic background may identify with many of the other communities represented in this report, we must learn more about what experiences contribute to pay inequity for this community.

The mean pay gap between those that identified as being from a lower socio-economic background, and those who did not

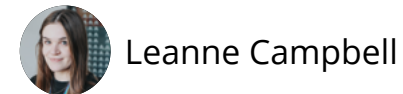
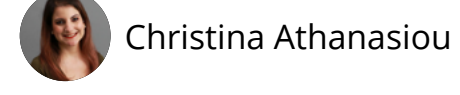
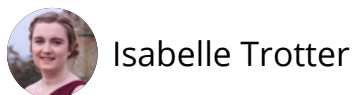
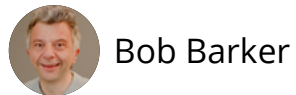
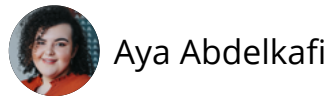


Career Framework representation

Though there have been some changes in representation through the Career Framework the overall size of this community hasn't significantly changed ([figure 20](#)). We expect to make changes to the way we ask about and understand the impact on pay gaps for this community.

Key contributors – our Inclusion Network Chairs

Our Inclusion Network Chairs play a pivotal role in our journey towards equity as a company. They bring exciting new ideas, guide our efforts and create safe spaces for our employees. They plan and implement improvements for the experiences of our female, Black, LGBTQ+ and disabled employees, as well as addressing the stigma around men's mental health. They have been speakers, facilitators, organisers and change makers. Their commitment to their Networks, and their potential impact, is inspiring. They have played a key part in this report's narrative and actions, and we will work closely with them in addressing the issues made clear in this report.



Glossary

Definitions

Mean: The mean pay gap is calculated by finding the average hourly pay of one group of people and comparing it to another group. For example, to find the gender pay gap we take the average female hourly figure and subtract this from the average male hourly figure, and then divide this by the average male hourly figure.

Median: The median pay gap is the difference between the midpoints in the ranges of hourly earnings, for example between men and women.

Protected Characteristics: These are specific aspects of a person's identity defined by the Equality Act 2010. The 'protection' relates to protection from discrimination.

Career Framework: This has been developed to represent the different types of roles and the different business units we have within the company. Specific roles are categorised by community, and then divided into seven groups that reflect the level of seniority in the business. Despite not being a hierarchical organisation, we wanted to make it clear where opportunities for progression lie and for employees to easily map the next step in their career. The Career Framework also enables us to compare roles from different functions across the company.

Socio-economic background: The social standing or class of an individual. It is often measured as a combination of education, income and occupation. Examinations of socio-economic status often reveal inequities in access to resources.



The data

Data for gender

Gender pay gap	Mean	Median
2021	12.2%	10%
2020	16.8%	16.3%
2019	17.9%	15%
2018	20.2%	25.7%
2017	22.8%	19.8%

Figure 1. Mean and median gender pay gap between 2017 and 2021

Gender bonus gap	Mean	Median
2021	26.8%	9.5%
2020	36.3%	20.8%
2019	41%	12%
2018	57%	18%
2017	40%	25%

Figure 2. Mean and median gender bonus gap between 2017 and 2021

Females	Male
78.1%	78.1%

Figure 3. Percentages of men and women who received a bonus in the 12 months prior to April 2021

Representation by Career Framework Level		Entry-level roles			>			Most senior roles	
Gender		1	2	3	4	5	6	7	Total All Levels
Male		0%	71%	76%	75%	77%	53%	78%	74%
Female		100%	29%	24%	25%	23%	47%	22%	26%

Figure 4. The gender makeup of each level of the Career Framework

	Male	Female
Lower quartile	74.9%	25.1%
Lower Middle quartile	72.8%	27.2%
Upper Middle quartile	75.1%	24.9%
Upper quartile	83%	17%

Figure 5. The quartile percentages by gender

Data for ethnicity

	Mean pay gap	Median pay gap
2021	17.3%	26.2%
2020	18.8%	30%

Figure 7. The pay gap between White and Ethnic minority employees

	Advanced UK	UK Census (2011)
Male	74%	53%
Female	26%	47%

Figure 6. The makeup of the Advanced workforce by gender, compared to the 2011 UK census

Ethnicity	Mean pay gap*	Median pay gap*	Average hourly pay
Asian	23%	27%	£18.81
Black	34%	33%	£16.05
Mixed Race	34%	38%	£16.04
Other	120%	26%	£29.30
Prefer not to say	15%	6%	£20.84
White	0%	0%	£24.43

* Pay gap when compared to White employees

Figure 8. The pay gap for each ethnicity

Representation by Career Framework Level	Entry-level roles			>	Most senior roles			
Ethnicity	1	2	3	4	5	6	7	All Levels
Asian	0%	18%	15%	11%	5%	13%	2%	11%
Black	0%	6%	6%	2%	1%	3%	0%	3%
Mixed Race	0%	5%	1%	2%	1%	0%	2%	2%
Other	0%	1%	1%	0%	1%	0%	0%	1%
White	100%	69%	74%	80%	86%	81%	96%	79%
Prefer not to say	0%	1%	3%	5%	6%	3%	0%	4%

Figure 9. The ethnicity makeup of each level of the Career Framework

	Asian	Black	Mixed Race	Other	White	Prefer not to say
Advanced UK	11%	3%	2%	1%	79%	10%
UK Census (2011)	8%	3%	2%	1%	85%	-

Figure 10. The makeup of the Advanced workforce by ethnicity, compared to the 2011 UK census

Data for education level

Education	Mean average hourly pay (£)
GCSEs/O-levels	£25.86
A-levels/Foundation Degree	£25.59
Trade/Technical/High school diploma	£23.87
Bachelor's Degree	£26.51
Master's Degree	£26.01
Doctorate	£46.02
Prefer not to say	£25.58
Other	£21.81

Figure 11. The mean average hourly pay by education level

Representation by Career Framework Level	Entry-level roles			>	Most senior roles			
Education	1	2	3	4	5	6	7	All Levels
GCSEs/O-levels	0%	8%	7%	6%	8%	6%	7%	7%
Trade/Technical/High school diploma	0%	5%	11%	11%	13%	3%	9%	11%
A-levels/Foundation Degree	67%	32%	24%	16%	16%	25%	16%	20%
Bachelor's Degree	0%	41%	42%	48%	41%	42%	38%	44%
Master's Degree	0%	8%	4%	6%	8%	6%	18%	6%
Doctorate	0%	0%	1%	1%	1%	9%	2%	1%
Other	33%	5%	3%	4%	4%	3%	6%	4%
Prefer not to say	0%	1%	8%	8%	9%	6%	4%	8%

Figure 12. The education level makeup of each level of the Career Framework

Data for sexuality

Sexuality	Mean pay gap	Median pay gap
2021	21.8%	24%
2020	11%	13.3%

Figure 13. The average hourly pay gap between heterosexual and LGBTQ+

Sexuality	Mean average hourly pay (£)
Heterosexual	£23.71
Bisexual	£15.90
Gay man	£16.71
Gay woman	£25.22
Prefer not to say	£23.03
Prefer to self-describe	£16.34

Figure 14. The mean average hourly pay by sexual orientation

Representation by Career Framework Level	Entry-level roles			>	Most senior roles			
Sexuality	1	2	3	4	5	6	7	All Levels
Heterosexual	67%	79%	85%	79%	81%	88%	84%	82%
Bisexual	0%	7%	3%	1%	2%	0%	2%	2%
Gay man	0%	4%	1%	2%	2%	0%	0%	1%
Gay woman	0%	1%	0%	1%	0%	0%	2%	1%
Prefer not to say	33%	6%	9%	16%	15%	12%	9%	13%
Prefer to self-describe	0%	3%	2%	1%	0%	0%	2%	1%

Figure 15. The sexuality makeup of each level of the Career Framework

	Heterosexual	Gay	Bisexual	Prefer not to say	Self-Describe
Advanced UK	81.5%	2.1%	2.1%	12.9%	1.3%
UK Census (2011)	94.6%	1.4%	0.9%	2.5%	0.6%

Figure 16. The makeup of the Advanced workforce by sexuality, compared to the 2011 UK census

Data for disability

Disability	Mean pay gap	Median pay gap
2021	23.6%	29.4%
2020	18.3%	26.7%

Figure 17. The pay gap between those who self-identified as having a disability and those who did not

Representation by Career Framework Level	Entry-level roles			>		Most senior roles		
Disability	1	2	3	4	5	6	7	All Levels
Yes	0%	11%	6%	4%	5%	3%	4%	5%
No	100%	83%	84%	86%	85%	94%	91%	86%
Prefer not to say	0%	6%	10%	10%	10%	3%	4%	9%

Figure 18. The makeup of each Career Framework level, showing the percentages that self-identified as having a disability

Data for socio-economic status

Lower socio-economic status	Mean pay gap	Median pay gap
2021	34%	39%
2020	34%	36.9%

Figure 19. The pay gap by socio-economic status

Representation by Career Framework Level	Entry-level roles			>		Most senior roles		
Lower socio-economic status	1	2	3	4	5	6	7	All Levels
Yes	33%	29%	21%	14%	10%	13%	9%	16%
No	67%	52%	52%	63%	68%	75%	82%	61%
Prefer not to say	0%	19%	27%	22%	22%	12%	9%	23%

Figure 20. The makeup of each Career Framework level by socio-economic status



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