

Global Banking School

Gender Pay Gap Report (2023)

INTRODUCTION

At Global Banking School (GBS) we acknowledge the positive outcomes and corporate benefits that can be achieved through a diverse workplace, including the ability to attract, retain and motivate directors, officers and employees from the widest possible pool of available talent.

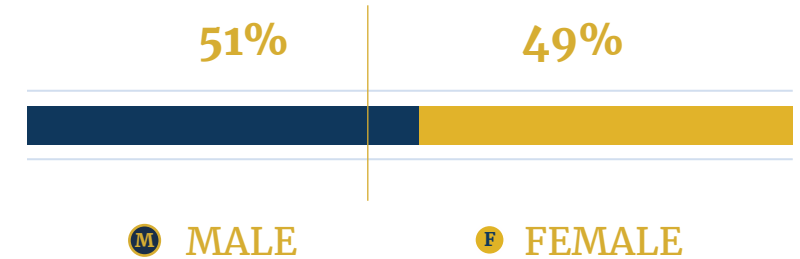
We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above).

As this is our second year of reporting, we are committed to:

- carrying out regular pay and benefits audits and
- evaluate job roles and pay grades to ensure fairness.

GENDER SPLIT OF GBS COLLEAGUES



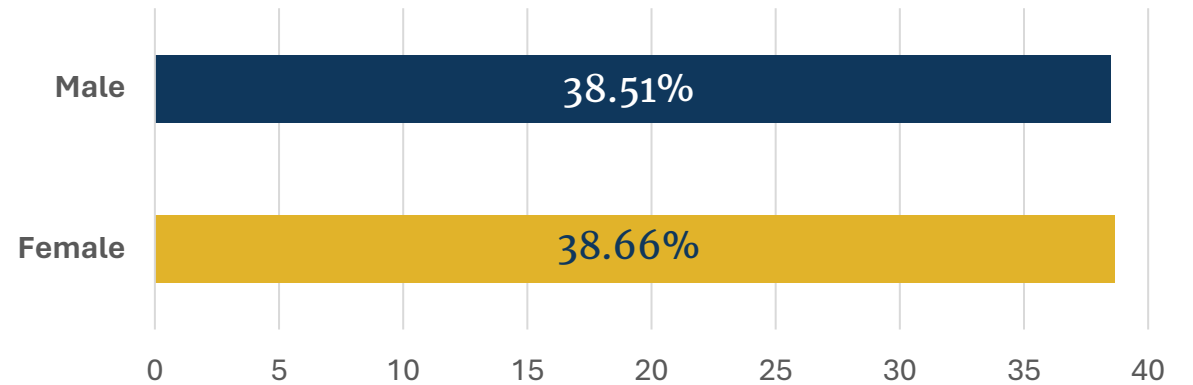
MEAN & MEDIAN PAY & BONUS GAP

	Mean	Median
Pay gap	10.69%	18.40%
Bonus gap	15.88%	11.18%

Most organisations have a gender pay gap, and based on the median figures the pay gap for women at GBS is **18.4%**. This represents an increase from our last report and puts us higher than the UK average of 14.3% according to the Office for National Statistics (2023, ONS).

We focus on the **median figure** because we believe it is a better indicator of what is happening across the workforce.

PROPORTION OF ELIGIBLE COLLEAGUES WHO RECEIVED A BONUS

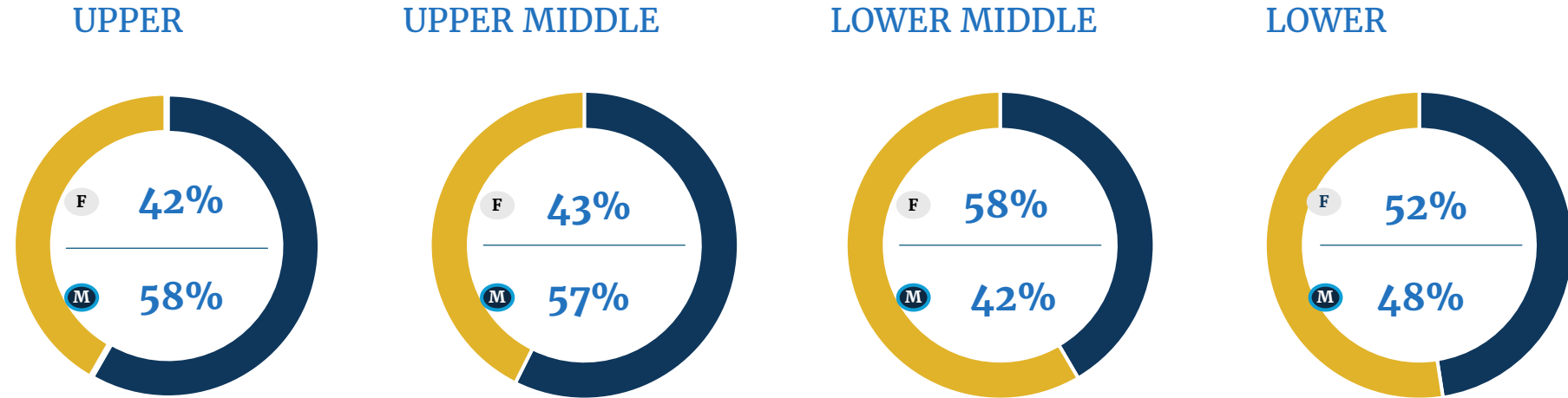


Forty percent of the workforce was eligible to receive a bonus. The bonus figure represents the proportion of men and women that received a bonus, out of the eligible employees.

Eligibility for the bonus requires a start date of 31st August or earlier in the bonus year. Due to the speed of growth, 524 relevant employees started on or after 1st September 2022 and were therefore ineligible to participate. Of the bonuses received by the colleagues employed before 1st September, **75%** were male and **76.6%** female.

QUARTILES

F FEMALE M MALE



The data for 2023 reflects a workforce whereby women are under-represented in the upper quartiles.

This is primarily because, at the time of reporting, Lecturers made up 40% of GBS' workforce and the ratio of male to female lecturers was 2:1 respectively.

Summary

2023	Mean	Median
Pay gap	10.69%	18.40%
Bonus gap	15.88%	11.18%

2022	Mean	Median
Pay gap	9.45%	15.79%
Bonus gap	9.56%	4.91%

Declaration: I confirm the gender pay gap data contained in this report for Global Banking School, is accurate and has been produced to meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Farrella Ryan-Coker
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Head of HR