

GLOBAL BANKING SCHOOL

Gender Pay Gap Report 2022-2023

Introduction

Global Banking School (GBS) are required by law to publish our annual gender pay gap report.

The information that GBS must publish on the government website by 4th April 2023 based on data taken on the snap-shot date of 5th April 2022 includes:

- Mean gender pay gap
- Median gender pay gap
- Mean gender bonus gap
- Median gender bonus gap
- The proportion of male employees receiving a bonus
- The proportion of female employees receiving a bonus
- The proportion of male and female employees in four notional quartile bands

The employees included in this report match those stipulated on the [gov.uk](https://www.gov.uk) website. The data excludes staff who are on reduced or nil pay who fall into the following category:

- Long-Term Sick
- Maternity / Parental Leave
- Special Leave
- Staff who changed roles or working hours during March 2022
- Hourly Paid Lecturers / Visiting Staff, except as part of bonus data

Matters for consideration

By law, men and women must receive equal pay for:

- the same or broadly similar work.
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

GBS are committed to the principle of 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. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, we fully evaluate job roles and pay grades as necessary to ensure a fair pay structure for all.

April 2022 Gender Pay Gap Figures

a) WOMEN'S HOURLY RATES:

LOWER 9.45% (mean)	LOWER 15.79% (median)
---------------------------------	------------------------------------

b) PAY QUANTILES

How many men and women are in each quartile of GBS's payroll?

Top quartile 57.3% MEN	Top quartile 42.7% WOMEN
Upper middle quartile 55.9% MEN	Upper middle quartile 44.1% WOMEN
Lower middle quartile 36.5% MEN	Lower middle quartile 63.5% WOMEN
Lower quartile 48% MEN	Lower quartile 52% WOMEN

c) BONUS PAY: Women's bonus pay

LOWER 9.56% (mean)	LOWER 4.91% (median)
---------------------------------	-----------------------------------

Who received bonus pay

97.8% OF MEN	98% OF WOMEN
-------------------------------	-------------------------------

Findings

Our analysis shows that although, overall, GBS employs more women than men there is disparity across the different quartiles. Women are in the majority in our Lower and Lower Middle Quartiles but a minority in the Upper and Upper Middle Quartiles. Consequently it is clear that the overall gender pay gap arises from this disparity.

Bonus pay figures show that most staff are all receiving a bonus, with a higher proportion of women doing so.

Actions aimed at reducing the pay gap

We recognise that focused work is needed to achieve our aim to reduce the Gender pay gap across the organization and that the evidence suggests that this will only be achieved when we have better representation of women in the upper pay quartiles.

In the coming year GBS will take the following actions aimed at reducing the overall pay gap:

- To make a positive impact at the upper quartile (where the pay gap is apparent to the greatest extent), All Senior roles will, wherever possible, have at least 1 female candidate at the final stage where all minimum criteria is met.
 - For Academic roles this will be at Associate Dean and upwards
 - For Non-Academic roles this will be at Head of Department and upwards
 - To ensure that our Executive Leadership Programme has at least equal representation of women.
- To implement a formal Equality, Diversity and Inclusion forum. Part of the scope of this forum will be to monitor and suggest improvements to our overall EDI commitments, including the reduction of the Gender Pay Gap.
- This is the first time GBS have reported our pay gap data, therefore we are unable to compare previous years. In future years we will add new data alongside historical data to ensure transparency whilst enabling us to show how the measures we take impact the pay gap year on year.

We are mindful that none of these actions alone will eradicate the pay gap completely. However, by publishing our Gender Pay Gap data we are demonstrating our commitment to having open and honest conversations about gender equality in the workplace, and our commitment to deliver equality to everyone, everyday, in all our locations.

I confirm that the information set out in this report, as required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is accurate.

Tim Mitchell

Tim Mitchell
Chief People Officer