

Ethnicity Pay Gap 2022

As part of our ongoing commitment to develop a diverse employee base, we are pleased to voluntarily publish our Ethnicity pay gap.



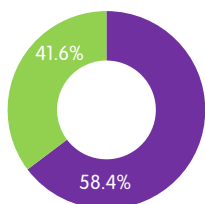
Hourly Pay

Mean hourly pay gap 15.9%

Median hourly pay gap 22.5%

Pay quartiles

Lower quartile

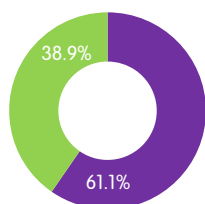


Ethnic minority White

Mean hourly pay gap 1.1%

Median hourly pay gap -0.1%*

Lower middle quartile

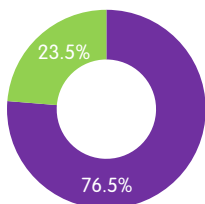


Ethnic minority White

Mean hourly pay gap 1.0%

Median hourly pay gap 1.1%

Upper middle quartile

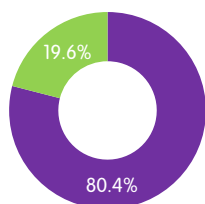


Ethnic minority White

Mean hourly pay gap 1.5%

Median hourly pay gap 3.1%

Upper quartile



Ethnic minority White

Mean hourly pay gap -10.9%*

Median hourly pay gap -2.6%*

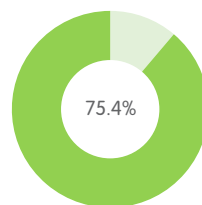
* denotes average pay being higher for Ethnic minority employees

Bonus Pay

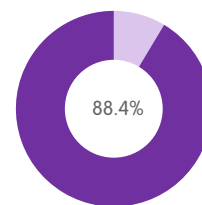
Mean bonus pay gap 10.2%

Median bonus pay gap 19.9%

Proportion of Ethnic minority and White employees receiving a bonus



Ethnic minority



White

We calculate ethnicity pay gap figures based on a similar methodology used for gender pay gap reporting.

Pay gaps show differences between the average pay of Ethnic minority and White employees, hence do not take into account seniority or specific roles. As such, a pay gap should not be confused with unequal pay, which deals with pay differences between Ethnic minority and White employees doing the same job or work of equal value.

Both hourly and bonus pay gaps are largely driven by the ethnic distribution of our workforce. This is evident in the composition in the four pay quartiles, where Ethnic minority representation is higher in the lower quartiles, as opposed to the upper quartiles, which impacts average hourly and bonus pay figures.

How we are tackling the gap

We are committed to building and maintaining our ethnically diverse workforce to be representative of the wider society and in particular the highly diverse customer base and local communities that we serve.

Although our ethnicity pay gap statistics are in a strong position compared to some of the other organisations in the financial services industry who have voluntarily published this data, we acknowledge there is more work to be done to further reduce the gap.



The Prince's Responsible Business Network

Race at Work Charter signatory

As a signatory to the Race at Work Charter we have committed to the following five principles.

- Appointing an Executive sponsor for race
- Capturing data and publicising progress
- Ensuring zero tolerance of harassment and bullying
- Making equality in the workplace the responsibility of all leaders and managers
- Taking action that supports ethnic minority career progression

As the overarching aim of pay gap reporting is to create an environment for a balanced and diverse workforce across all levels of an organisation, we are taking practical steps to tackle potential barriers ethnic minority people face in recruitment and progression, with initiatives such as diversity and inclusion training to all employees and monitoring ethnicity statistics across the employee lifecycle.



'Connect', our colleague led diversity and inclusion group, play a key role in raising awareness and creating an environment where all employees from different ethnicities feel welcomed, supported and valued.

Ethnic minority refers to employees who identify themselves as either 'Black', 'Asian', 'Mixed' or 'Other'. **White** refers to employees who identify themselves as either 'White British', 'White Irish' or 'White Other'. **Hourly pay gap** statistics show percentage difference in average hourly pay between all full pay relevant Ethnic minority and White employees working at the Society as at 5 April 2022. **Pay quartile** statistics shows the ethnicity distribution across the four quartiles of the workforce based on hourly pay as at 5 April 2022. **Bonus pay gap** statistics show the percentage difference in average bonus pay made during the 12 month period to 5 April 2022 to all relevant Ethnic minority and White employees working at the Society as at 5 April 2022.