

Ethnicity Pay Gap 2021



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

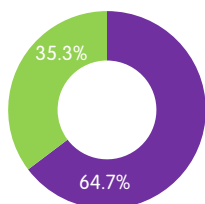
Hourly Pay

Mean hourly pay gap 13.2%

Median hourly pay gap 18.3%

Pay quartiles

Lower quartile

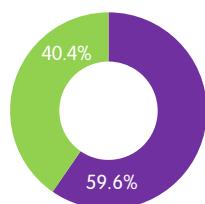


BAME **Non-BAME**

Mean hourly pay gap 0.4%

Median hourly pay gap 0.0%

Lower middle quartile

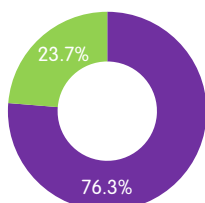


BAME **Non-BAME**

Mean hourly pay gap 1.4%

Median hourly pay gap 0.6%

Upper middle quartile

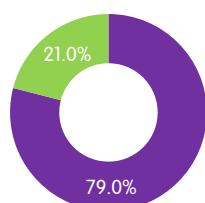


BAME **Non-BAME**

Mean hourly pay gap 1.0%

Median hourly pay gap 1.8%

Upper quartile



BAME **Non-BAME**

Mean hourly pay gap -6.8%*

Median hourly pay gap 3.1%

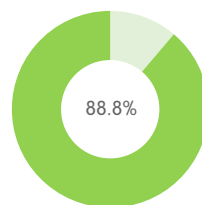
* denotes average pay being higher for BAME employees

Bonus Pay

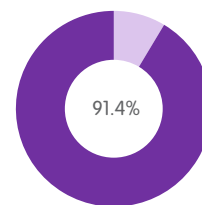
Mean bonus pay gap 23.3%

Median bonus pay gap 27.6%

Proportion of BAME and Non-BAME employees receiving a bonus



BAME



Non-BAME

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 BAME and Non-BAME 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 BAME and Non-BAME 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 BAME 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 are committed to the following five principles. We will be reporting our progress to the Charter in the coming months.

- 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 BAME 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.

BAME refers to employees who identify themselves as either 'Black', 'Asian', 'Mixed' or 'Other'. **Non-BAME** 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 BAME and Non-BAME employees working at the Society as at 5 April 2021. **Pay quartile** statistics shows the ethnicity distribution across the four quartiles of the workforce based on hourly pay as at 5 April 2021. **Bonus pay gap** statistics show the percentage difference in average bonus pay made during the 12 month period to 5 April 2021 to all relevant BAME and Non-BAME employees working at the Society as at 5 April 2021.