

# Gender Pay Gap 2021



At the West Brom, we value people from all backgrounds and welcome the drive for increased transparency on gender pay.

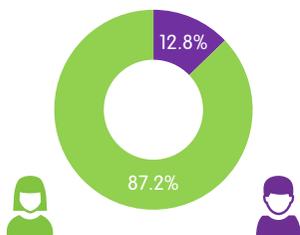
## Hourly Pay

Mean hourly pay gap 39.9%

Median hourly pay gap 33.8%

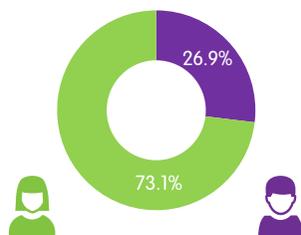
### Pay quartiles

#### Lower quartile



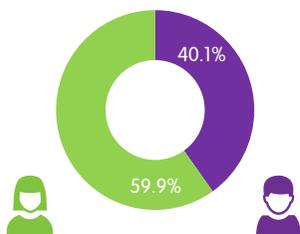
Mean hourly pay gap 2.2%  
Median hourly pay gap 4.0%

#### Lower middle quartile



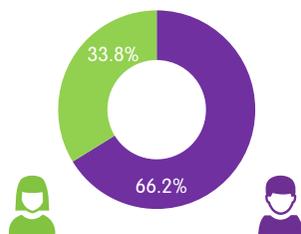
Mean hourly pay gap 0.6%  
Median hourly pay gap -2.0%\*

#### Upper middle quartile



Mean hourly pay gap 2.3%  
Median hourly pay gap 2.6%

#### Upper quartile



Mean hourly pay gap 20.0%  
Median hourly pay gap 7.6%

\* denotes average pay being higher for women

## Bonus Pay

Mean bonus pay gap 72.6%

Median bonus pay gap 53.7%

### Proportion of women and men receiving a bonus



Hourly pay gaps are driven largely by the composition of our workforce. We have fewer women in senior leadership roles, which provide the highest levels of pay; while a high proportion of women carry out entry level jobs, which provide lower levels of pay. This is evident in the gender composition in the four pay quartiles.

As shown within quartile information, pay gaps are considerably small in the first three quartiles. The picture changes in the upper quartile, where a larger percentage of men occupy higher paid roles, which in turn, significantly impacts the average pay figures of the overall workforce.

Bonus pay gaps are affected by the higher proportion of women who work part time, as bonus payments are calculated as a percentage of salaries. It also means employees who hold higher paid roles have the potential to earn more significantly affecting average bonus figures.

## How we are tackling the gap

Underlying causes affecting our gender pay gap are shared by the wider financial services industry, and we acknowledge long term solutions are required to make significant and sustained improvements.



As a signatory to the Women in Finance Charter, we set ourselves targets for female representation of both the Board and senior management to be 30% by end of 2020, which we achieved well within target with 38% Board representation and 34% senior management, including senior specialist roles. This year we aim to build on this success by setting new targets to achieve 40% by end of 2024.

Last year we implemented a new career progression programme focussing on mid to senior level roles across the Society. Whilst the programme is gender neutral, to date all the participants have been female, showing great promise of their commitment towards progression into senior positions.

We provide coaching for female colleagues returning from maternity leave, as we recognise that returning to work after a period of leave and a major life event such as having a baby can make the transition difficult. We offer all maternity colleagues one to one coaching sessions, both before and after the return date.

As the overarching aim of Pay Gap statistics is to create an environment for a well balanced diverse workforce across all levels of an organisation, we acknowledge there is some work to be done to increase male representation in our lower quartiles. As such, we are encouraging and, where suitable, taking positive actions for more male applicants to consider entry level roles both on full and part-time bases.



Our diversity and inclusion group 'Connect' is made up of colleagues across the Society and leads a range of initiatives to help create a more gender inclusive environment across our workforce.

**Hourly pay gap** statistics show percentage difference in average hourly pay between all full pay relevant female and male employees working at the Society as at 5 April 2021. **Pay quartile** statistics shows the gender 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 female and male employees working at the Society as at 5 April 2021.

# 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.

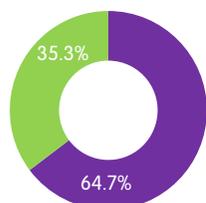
## Hourly Pay

Mean hourly pay gap 13.2%

Median hourly pay gap 18.3%

### Pay quartiles

#### Lower quartile

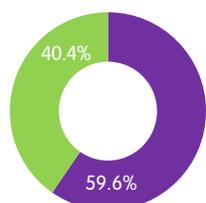


**BAME** **Non-BAME**

Mean hourly pay gap 0.4%

Median hourly pay gap 0.0%

#### Lower middle quartile

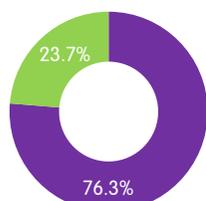


**BAME** **Non-BAME**

Mean hourly pay gap 1.4%

Median hourly pay gap 0.6%

#### Upper middle quartile

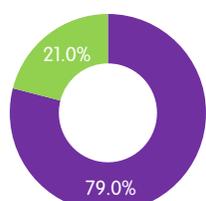


**BAME** **Non-BAME**

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%

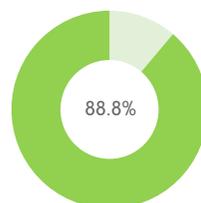
\* denotes average pay being higher for BAME employees

## Bonus Pay

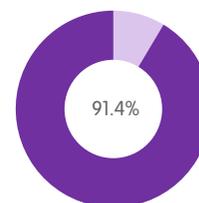
Mean bonus pay gap 23.3%

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.