



# 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 4<sup>th</sup> April 2023 based on data taken on the snap-shot date of 5<sup>th</sup> 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)

<b>LOWER</b> 9.45% (mean)	<b>LOWER</b> 15.79% (median)
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### **b) PAY QUARTILES**

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

<b>Top quartile</b> 57.3% <b>MEN</b> Upper middle quartile	<b>Top quartile</b> 42.7% <b>WOMEN</b>
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## **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