

## 2017 Gender pay gap report



The Bank is an equal opportunities employer and opposes all forms of discrimination, including equal pay discrimination.

We believe that individuals should be treated on their merits and we are confident that we pay our employees fairly by operating a reward scheme based on performance, irrespective of gender. We also ensure that as many jobs as possible, including those at senior level, are open to flexible working.

However, like most other institutions, we have a gender pay gap. This does not mean that we are paying men and women differently for the same job. The pay gap arises because the Bank employs a greater proportion of men than women in our senior and revenue generating roles, which attract higher pay.

We are working to address this imbalance through our inclusive and diverse approach to recruitment, including actively encouraging female applicants for senior roles. We also ensure that our hiring managers are trained to ask gender-neutral questions, offering flexible working where possible, and fostering an inclusive culture. Going forward, we will also organise targeted workshops designed to help women progress in their careers.

Addressing the disparity in gender representation at senior levels and CRO roles will take time, but it will help close the current gender pay gap at the Bank.

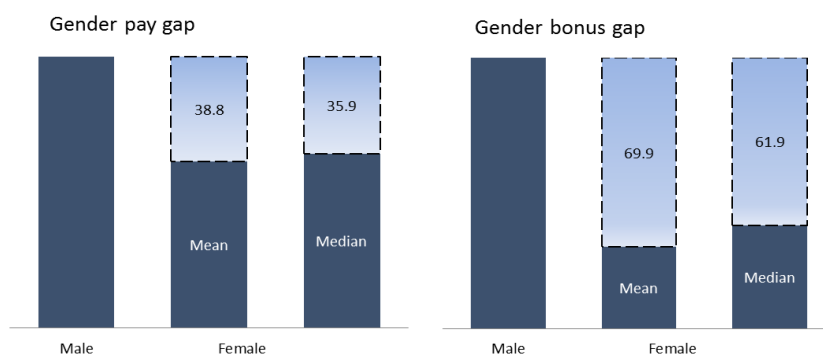
Anthony Cooke-Yarborough  
CEO

## Headline gender pay gap figures

The **gender pay gap** is defined as the difference between the mean or median hourly rate of pay that male and female staff receive.

The **mean pay gap** is the difference between average hourly earnings of men and women.

The **median pay gap** is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.



These figures are provided in the charts above based on hourly rate of pay as at 5 April 2017 and bonuses paid for the 12 months reference period ending 25 March 2017.

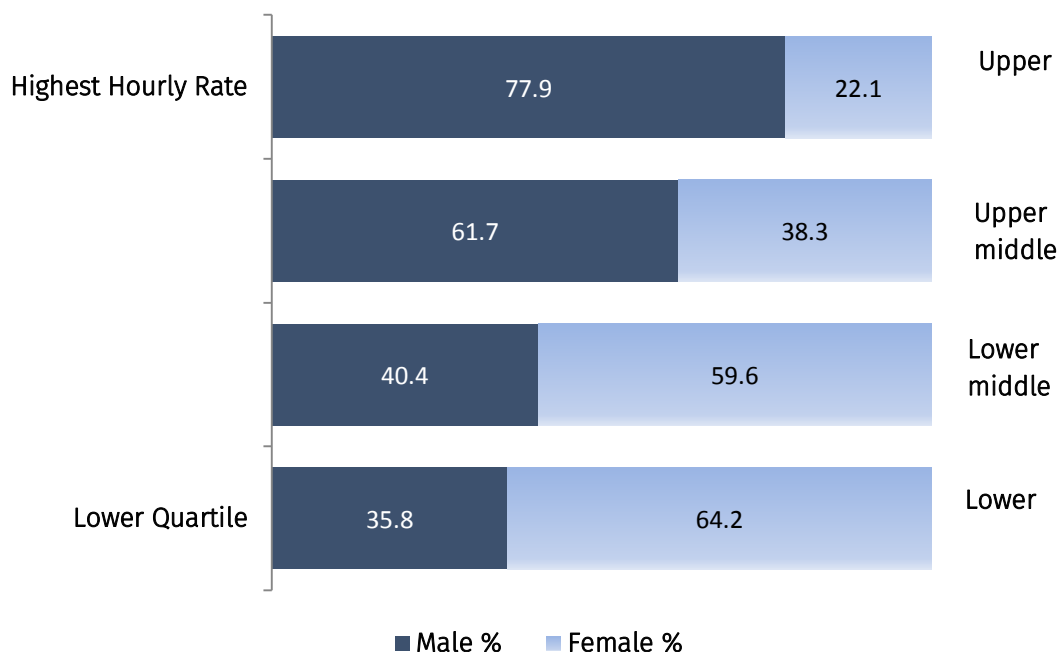
## Proportion of male and female colleagues receiving a bonus payment



We are confident that men and women doing the same job at the Bank have an equal opportunity to participate in and earn a bonus.

## Proportion of male and female colleagues in each pay quartile

The next chart shows the gender split when we order hourly rate of pay from highest to lowest and group into four equal quartiles.



## Why we have a gender pay gap

The primary reason for our gender pay gap is an imbalance of male and female employees across the Bank. In short, there are fewer women in senior roles than men and few of the established revenue generators, who are more likely to earn significant bonuses, are women. There is also a much higher proportion of women to men in lower scales.

In line with the reporting requirements, our median bonus gap of 61.90% is based on actual bonuses and so it does not take into account part-time working. Our median bonus gap reduces to 57.57% when it is worked out on a full-time equivalent basis.

## Declaration

We confirm that the Bank's gender pay gap calculations are accurate and meet the requirements of the Regulations.