



Gender Pay Statement – January 2019

This report is published in line with the Gender Pay Reporting requirements, as outlined under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We are required to publish the results on our own website and the government gender pay website.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. The information below shows our overall mean and median gender pay gap based on hourly rates of pay at the snapshot date of 5th April 2017. It also illustrates the mean and median difference between bonuses paid to men and women in the year up to 5th April 2017, and the proportion of women in each pay quartile.

The gender pay gap is defined as the difference in the average earnings of men and women at a specific time, regardless of their role or seniority. Often, the gender pay gap is confused with unequal pay. Unequal pay is when one gender is paid less than the other for the same work. We are confident that men and women are paid equally for doing equivalent jobs across our business.

I confirm the data contained in this report is accurate.

Matthew Elliott, Managing Director

Difference in hourly rate

Women's median hourly rate is **14.3% higher** than men's

In other words when comparing median hourly rates at EBB, **women earn £1.14** for every **£1** that men earn.

Women's mean hourly rate is **3.2% lower** than men's

In other words when comparing mean hourly rates at EBB, **women earn 97p** for every **£1** that men earn.

Who received bonus pay

81.4% of women

87.1% of men

Difference in bonus pay

Women's median bonus pay is **0.0% lower** than men's

Women's mean bonus pay is **74.6% lower** than men's

Proportion of women in each pay quartile

For clarity in this section, women make up 14.8% of EBB's workforce.

Top quartile (highest paid)

13.7% of the top quartile are women

Upper middle quartile

24.7% of the upper middle quartile are women

Lower middle quartile

9.6% of the lower middle quartile are women

Lower quartile (lowest paid)

11.1% of the lower quartile are women