



Gender pay gap report 2022/23  
**Development Bank of Wales**

# 1. Introduction

Gender pay gap reporting measures the difference between the average hourly rate paid to men and women.

The Development Bank of Wales works to be an employer of choice that can attract and retain the best talent. We are committed to developing our colleagues, embedding inclusion in the workplace, and fostering a culture which promotes respect, diversity and business performance.

This analysis of our gender pay gap demonstrates our commitment to gender equality, in line with our values and helps us consider the steps we can take to help close it.

## 2. How we calculate our gender pay gap

The reporting is based on data from a 'snapshot' date of 1 April 2023 and performance incentive payment reporting is based on 12 months to 1 April 2023.

This involves reporting on:

- the mean and median gender pay gap
- the mean and median gender incentive gap
- the proportion of men and women who received incentives
- the number of men and women in quartile pay bands

The mean pay gap is the difference between hourly earnings for women and men, taking the sum of all hourly rates divided by the total number of women and men in the sample.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings between women and men. It takes all salaries in the sample, in order from lowest to highest, and picks the middle-most salary. Quartiles are calculated by ranking all individual salaries from highest to lowest and separating these into 4 equal parts.

The figures provided are for hourly rates of pay in the period April 2022 to March 2023 and is compared to the previous year.



### 3. Our gender pay gap report 2022/23

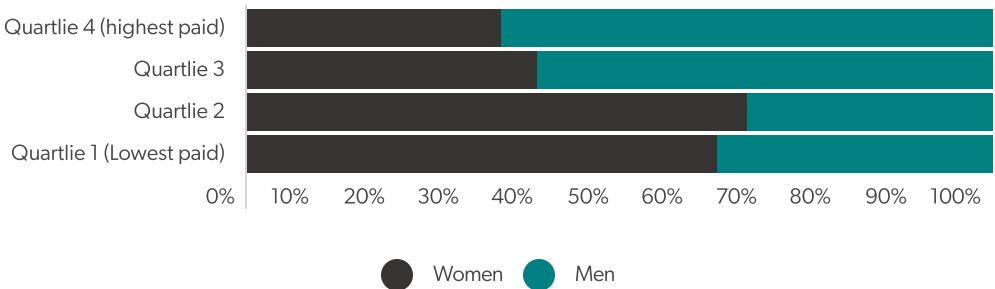
The table below, provides our gender pay gap data for 2022/23.

	2022/23	2021/22	Change from previous year
Mean pay gap	23%	22%	+1%
Median pay gap	27%	27%	No change
Mean incentive gap	35%	36%	-1%
Median incentive gap	32%	36%	-4%
Women receiving incentive (%)	89%	90%	-1%
Men receiving incentive (%)	78%	81%	-3%

### 4. Understanding our gender pay gap

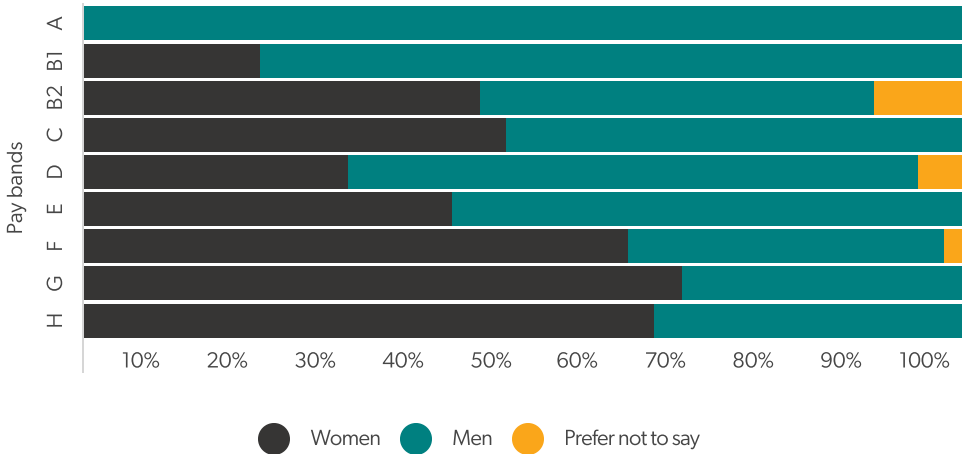
We continue to see pay gaps in both pay and incentive pay, largely driven by the differences in seniority between men and women within the organisation. Representation of women in senior roles is improving as we continue to invest in and develop our colleagues.

#### 4.1 Gender distribution by pay range



The chart shows the proportion of men and women in each quartile of the pay range. Analysing the mean and median in each quartile shows that the gender pay gap is most prominent in our highest paid quartile. Following an external benchmarking exercise, we have taken steps to equalise the pay of men and women in the investment leadership team. We are also continuing to focus on women in leadership and considering how we can support and grow our current and future leaders. This will help us address the lack of women in upper pay quartile.

## 4.2 Gender distribution by seniority

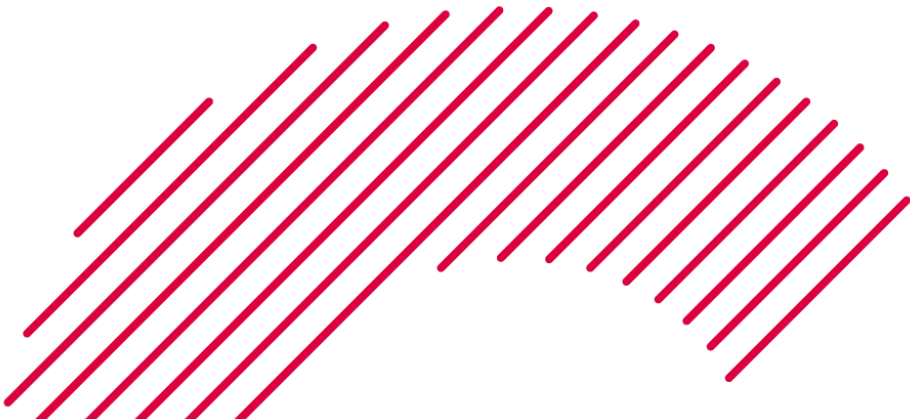


The chart provides gender distribution by level of seniority and shows that we currently employ more men than women in senior roles and that we employ more women than men in junior roles. This distribution is a significant contributor to our gender pay gap.

## 5. Comparison to the sector

Both the pay and incentive gaps in the financial services sector are, in general, considerably higher than the pay gap across most other industries. The average pay gap stands at 22.6% for the financial services industry.

This is significantly higher than the median 9.4% reported across all firms to the UK Government's gender pay gap service in 2022/23.



## 5.1 Comparator financial services businesses from the UK Government’s Gender Pay Gap Service

	Mean pay gap (%)	Median pay gap (%)	Women receiving incentive (%)	Men receiving incentive (%)	Mean incentive gap (%)	Median incentive gap (%)
<b>Development Bank of Wales</b>	23%	27%	89%	78%	35%	32%
<b>PWC LLP</b>	30.6%	30.4%	99.9%	99.4%	38.2%	45.6%
<b>Deloitte LLP</b>	15.9%	13%	76.6%	75.6%	42.7%	33.3%
<b>Barclays Bank</b>	25%	14.8%	96%	95%	57.5%	45.2%
<b>Principality Building Society</b>	26.8%	31.1%	92%	90%	30.7%	31.2%
<b>Lloyds</b>	31.4%	40.9%	93.4%	93.2%	56.5%	41.7%
<b>HSBC</b>	43.2%	51.5%	93%	95.4%	54.4%	76.5%
<b>NatWest</b>	28.7%	31.6%	49.3%	58.9%	52.5%	90.2%

\*Source data - Search for an employer’s gender pay gap report - GOV.UK - GOV.UK (gender-pay-gap.service.gov.uk)

# 6. How we are addressing our gender pay gap

These are some of the ways we have been taking action to address our gender pay gap:

- Reviewed our recruitment and promotion processes to minimise bias and to encourage more women to apply for senior positions. 62% of our internal promotions have been women.
- Invested in a range of training and development opportunities to meet individual, team and business needs.
- Scrutinised gender pay as part of the annual pay review process to work towards gender pay equality. Our Remuneration Committee continues to look at the wider questions of fairness and pay equality across the group.
- Continued to roll out the career progression framework providing structured opportunity to progress all parts of the business.
- Ensured our policies continue to support and retain talent in the workplace, offering benefits such as flexible and hybrid working, parental leave, maternity, paternity and shared parental leave.
- Actively promoted flexible and hybrid working so our colleagues can work in a way that suits them, their career aspirations and the organisation.
- Retained our FairPlay Employer silver award for a gender equal workplace.

**62%** of our internal promotions have been women



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