



**SENAD Ltd**  
**Gender Pay Reporting Statement**  
**March 2018**

**Context**

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. SENAD Ltd is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The workforce across SENAD Ltd consists of significantly more females than males, as at April 2017 the workforce gender breakdown was:

Female: 72%  
Male: 28%

Across SENAD Ltd the 3 most senior positions are held by females, this is at the Head of Service grade.

Across the wider SENAD Group, the current gender breakdown for the most senior posts within the Group (Director and Head of Service level) is:

55% of these roles are held by females

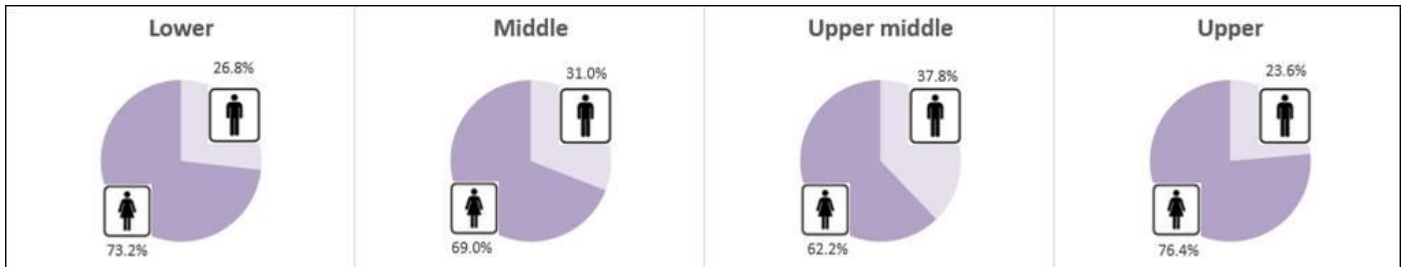
45% of these roles are held by males.

**Gender Pay Reporting**

The following results have been calculated for SENAD Ltd based on pay data from April 2017 and are in line with mandatory reporting requirements:

<b>Gender Pay Statistics</b>	
<b>Mean gender pay gap</b>	<b>-1%</b>
<b>Median gender pay gap</b>	<b>0%</b>
<b>Mean bonus pay gap</b>	<b>-7%</b>
<b>Median bonus pay gap</b>	<b>0%</b>
<b>Proportion of males receiving a bonus</b>	<b>16%</b>
<b>Proportion of females receiving a bonus</b>	<b>16%</b>

Quartile Pay Bands	Lower	Middle	Upper Middle	Upper
Male	27%	31%	38%	24%
Female	73%	69%	62%	76%



### Key Findings

Our overall median gender pay gap within SENAD Ltd is 0% and is an extremely positive outcome in the context of gender pay. The ONS estimated national average is 19.2%. The ONS figures are based on an employee gender breakdown of 53% male and 47% female, against SENAD Ltd’s gender profile of 28% male and 72% female. Our mean average gender pay gap is similarly pleasing at an extremely low level of -1%.

A mean average of -7% bonus pay gap is indicative of the workforce being predominantly female. There were no bonus payments for the most senior roles in SENAD Ltd (male or female) for the reporting period.

The median bonus gender pay gap is 0%, and equally pleasing is that both 16% of males and 16% of females received a bonus for the reporting period. During the relevant bonus period, all staff who worked key shifts that attracted a bonus were eligible.

### Commitments

We are extremely pleased with this data for SENAD Ltd and have not identified any cause for concern, however to ensure we maintain this positive position, we will continue to:

- Monitor candidate attraction strategies and ensure that the widest pool of candidates are encouraged to apply for available roles, including internal opportunities, this is in line with our current HR Strategic Framework.
- Ensure that all staff team members are aware of the shift bonuses available to them for working certain shifts.
- Ensure that Managers who are responsible for recruitment decisions continue to be trained in Equality & Diversity.
- Ensure that senior appointments remain fair and equitable and that we continue to develop and encourage internal progression into senior roles where possible. This will be a key priority for the improved Leadership Development Programme for September 2018 onwards.

### Statement

I confirm that SENAD Ltd is committed to the principle of gender pay equality and has prepared its 2017 gender pay gap results in line with mandatory reporting requirements.

**Victoria Finn, HR Director**

**March 2018**