

**SENAD Ltd**  
**Gender Pay Reporting Statement**  
**March 2019**

**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. This is our second year of reporting and is based on information as at April 2018.

The workforce across SENAD Ltd consists of significantly more females than males, the workforce gender breakdown is:

Female: 74 %

Male: 26 %

This breakdown remains similar to the previous reporting year. Across SENAD Ltd the 3 most senior positions are held by females, this is at the Head of Service grade, again the same as reported previously.

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

50% of these roles are held by females

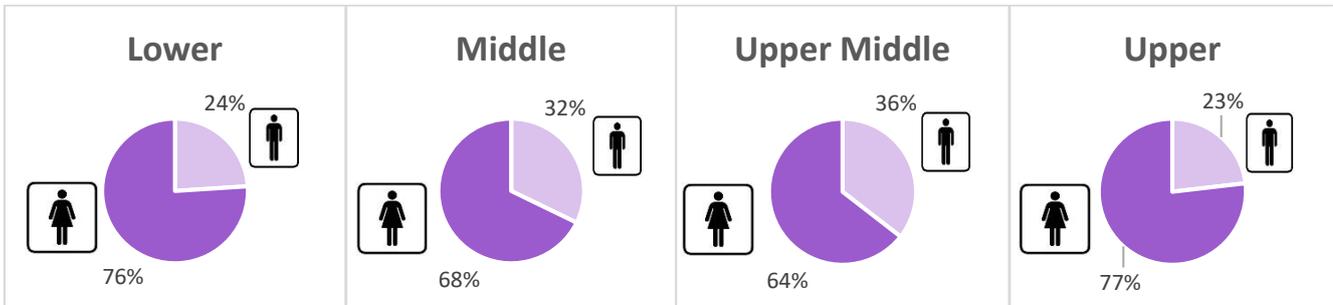
50% of these roles are held by males.

**Gender Pay Reporting**

The following results have been calculated for SENAD Ltd based on pay data from April 2018 and are in line with mandatory reporting requirements:

<b>Gender Pay Statistics</b>	
<b>Mean gender pay gap</b>	<b>0.5%</b>
<b>Median gender pay gap</b>	<b>0%</b>
<b>Mean bonus pay gap</b>	<b>-78%</b>
<b>Median bonus pay gap</b>	<b>-138%</b>
<b>Proportion of males receiving a bonus</b>	<b>5%</b>
<b>Proportion of females receiving a bonus</b>	<b>6%</b>

Quartile Pay Bands	Lower	Middle	Upper Middle	Upper
Male	24%	32%	36%	23%
Female	76%	68%	64%	77%



### Key Findings

Again this year, our overall median gender pay gap within SENAD Ltd is 0% and is an extremely positive outcome in the context of gender pay. In 2018 the ONS estimated the national average gap 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 26% male and 74% female. Our mean average gender pay gap is similarly pleasing at an extremely low level of 0.5%.

A mean average of -78% and median of -138% bonus pay gap indicates female staff received higher bonus payments, compared to male colleagues. During the relevant bonus period, all staff who worked key shifts / met relevant targets that attracted a bonus were eligible, it so happens that most relevant positions this applies to are held by women and this explains the variance. It is observed that average bonus payments, as a percentage of salary, are relatively low; representing 2% for females and 1% for males.

### Commitments

We are extremely pleased with this data for a second year 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 incentive and shift bonuses available to them for working certain shifts or introducing new recruits into the organisation.
- 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 is a key priority for the improved Leadership Development Programme.

### Statement

I confirm that SENAD Ltd is committed to the principle of gender pay equality and has prepared its 2018 gender pay gap results in line with mandatory reporting requirements.

**Victoria Finn, HR Director - March 2019**