



SENAD Ltd
Gender Pay Reporting Statement
March 2020

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 third year of reporting and is based on information as at April 2019.

The workforce breakdown across SENAD Ltd is mostly unchanged from the previous year and consists of significantly more females than males, the workforce gender breakdown is:

Female: 74 %
Male: 26 %

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, women are well represented across all levels of the organisation with half of the Director team being female, comparing favourably with the national average.

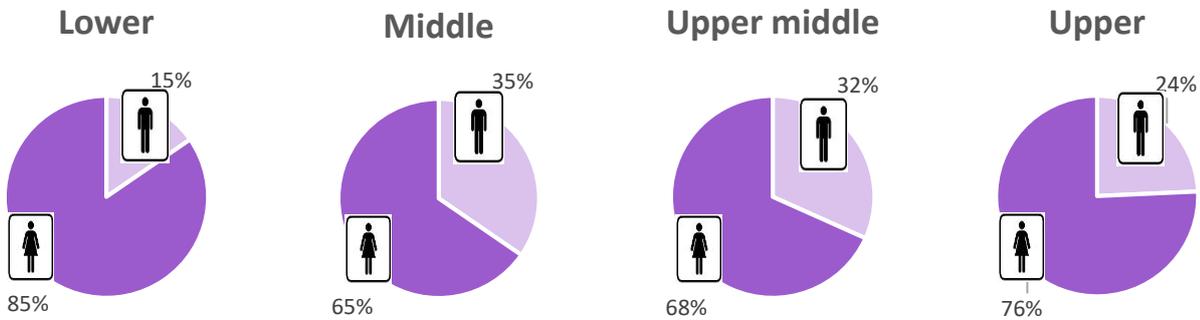
It can be useful to explain the difference between equal pay and gender pay gap reporting, they both consider gender in the context of pay, but are very different. Equal pay is the right for men and women to be paid the same rate of pay when doing the same or equivalent work, this is a legal requirement and has been for some time. Gender pay gap is the measure of difference between male and female average earnings across an organisation and there can be a number of reasons for a gap (such as certain roles or industry being dominated by a single sex). All roles should be included and the data is presented as a percentage of men's earnings. The SENAD Group and all subsidiary companies are equal pay employers, this report focuses on gender pay within SENAD Ltd.

Gender Pay Reporting

The following results have been calculated for SENAD Ltd based on pay data from April 2019 and are in line with mandatory reporting requirements:

Gender Pay Statistics	
Mean gender pay gap	2.8%
Median gender pay gap	1.0%
Mean bonus pay gap	-122%
Median bonus pay gap	-13%
Proportion of males receiving a bonus	9%
Proportion of females receiving a bonus	5%

Quartile Pay Bands	Lower	Middle	Upper Middle	Upper
Male	15%	35%	32%	24%
Female	85%	65%	68%	76%



Key Findings

For this reporting period we have a much higher number of females within the lower quartile pay bands, reflecting a large proportion of our new joiners being female. Therefore for the first time, we have reported a very slight median gender pay gap of 1% but it is again a positive outcome in the context of gender pay and the national picture. 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 the low level of 2.8%.

A mean average of -122% and median of -13% 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 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 pleased with this data for the third 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.
- Be open and transparent with our pay scales and salary ranges within recruitment adverts.
- 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.

Statement

I confirm that SENAD Ltd is committed to the principle of gender pay equality and has prepared its 2019 gender pay gap results in line with mandatory reporting requirements.

Victoria Finn, HR Director - March 2020