



SENAD Group
Gender Pay Reporting Statement
March 2024

Context

Gender pay reporting legislation requires employers with 250 or more employees at the 'snapshot date' 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 report is based on information as at April 2023.

Workforce Breakdown

	SENAD Ltd
Male	23%
Female	77%

Across SENAD Ltd the 4 most senior positions are held by females, this is at the Head of Service grade, this is consistent with the prior year. 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.

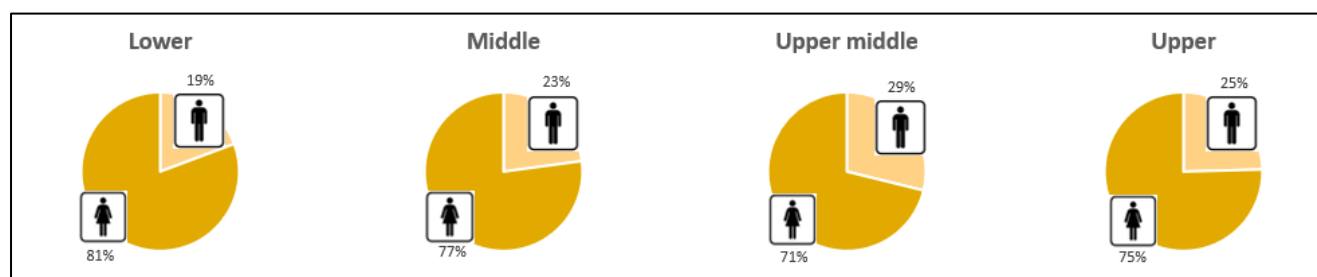
Gender Pay Reporting

The following results have been calculated based on pay data from April 2023 and are in line with mandatory reporting requirements:

Gender Pay Statistics	SENAD Ltd
Mean gender pay gap	1.7%
Median gender pay gap	1.2%
Mean bonus pay gap	-207.8%
Median bonus pay gap	0%
Proportion of males receiving a bonus	13%
Proportion of females receiving a bonus	8%

Quartile Pay Bands

SENAD Ltd	Lower	Middle	Upper Middle	Upper
Male	19%	23%	29%	25%
Female	81%	77%	71%	75%



Key Findings

Senad Ltd have a very high proportion of females overall, but specifically within the lower quartile pay band, reflecting a large proportion of our new joiners being female. The median gender pay gap is just 1.2% or 14p per hour in cash terms. Again, there is a small mean gender pay gap of 1.7%, which is again lower than the national average.

The mean bonus gap of -208% indicates that female staff receive higher average bonus payments, compared to male colleagues. Just 9% of all full time staff were eligible for bonus payments during the relevant bonus period, mostly awarded for meeting relevant targets; it so happens that most relevant positions this applies to are held by women and this explains the variance. There was no difference in median bonus between genders.

Commitments

We are pleased with this data 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 and throughout the employment lifecycle.
- Ensure that managers who are responsible for recruitment decisions continue to be trained in Equality & Diversity.
- Offer flexible working options where needed and promote parental leave options.
- 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 are committed to the principle of gender pay equality and have prepared their 2023 gender pay gap results in line with mandatory reporting requirements.

Victoria Finn, HR Director - March 2024