

Sesame Bankhall Group’s 2019 Gender Pay Gap Report

‘Equality and diversity are at the heart of the Sesame Bankhall Group culture, which includes Gender Pay equality and a commitment to reduce the Gender Pay Gap.’

Sesame Bankhall Group is passionate about gender pay equality, we believe that diversity among our people improves innovation, decision making and the way we support our Advisers.

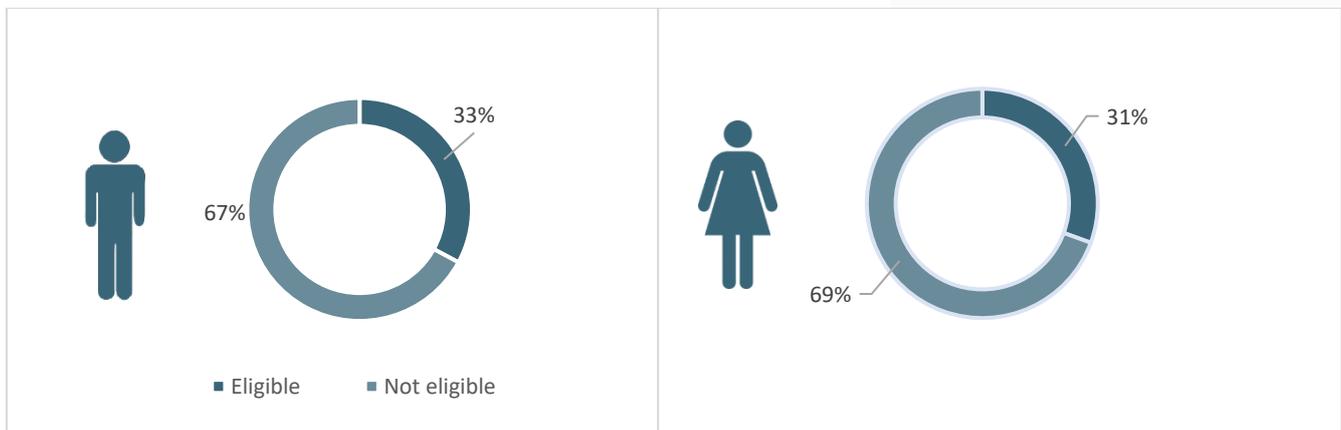
Our 2019 results show an improvement in the median gender pay gap and an improvement in the mean and median bonus pay gap. We have seen an increase in our mean gender pay gap, however this remains an improvement from our first gender pay gap report in 2017. We are pleased that there is movement in in the right direction and we are committed to continuing to improve these figures.

We are passionate about the initiatives we have in place to promote diversity and gender equality across Sesame Bankhall Group and continue to invest in these. We acknowledge there is still some way to go but realise our initiatives will take time to embed and for us to see results, which we are realistic about.

	2018		2019	
	Mean	Median	Mean	Median
Gender Pay Gap Women’s hourly rate is	19.6% lower	34.1% lower	22.8% lower	31.98% lower
Gender Bonus Gap Women’s bonus pay is	43.8% lower	25% lower	19% lower	50% higher

Our median gender pay gap has reduced by 2%, this is particularly encouraging as median statistics reflect how a population is evolving, removing the outliers. The mean pay gap has increased by 3%, the mean bonus gap has reduced by 24%. We have seen a significant improvement in the median bonus gap, this has moved from a negative to a positive and increased by a huge 75%. This demonstrates that, excluding the outliers within the statistics, women who received bonuses earned more than the males comparatively.

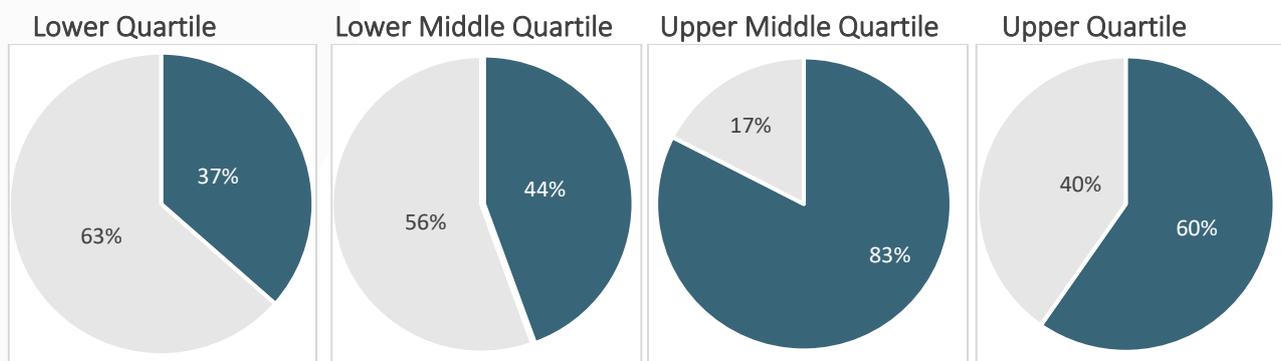
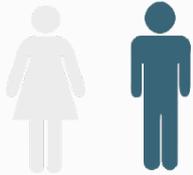
During the snapshot dates bonus payments were distributed across the business as follows:



The percentage of women and men receiving a bonus payment this year was fairly equal and we are very pleased that this represents the fairness in our approach to our rewards framework.

The bonus scheme has had a full review in 2019 and we expect to see these results look differently next year as the spread of bonus payments for males and females will be across the organisation as a whole.

Proportion of males and females in each pay quartile:



The proportion of men and women at each of the quartiles is broadly in comparison to the 2018 data. We are aware that our Gender Pay Gap results will only change significantly when we see significant changes in the shape of our employee population and this will take time.

Analysing the data in more detail we can draw the following conclusions:

- A number of females have progressed from the lower quartile into the lower middle quartile, this is a result of the development, coaching and mentoring provided to support females to move into larger roles within the business. As we continue this work we hope to see this progress and for this to have a further impact on the Upper Middle Quartile and Upper Quartile bands.
- Our female attrition levels are low; we have had no females resign from the business from the Upper Middle Quartile or the Lower Middle Quartile ranges. The individuals in these pivotal roles are key to the future of our business and this demonstrates that the flexibility we are able to offer and coaching that we have provided across the group, is key to their retention.
- There has been little movement in the Upper Middle and Upper Quartiles, this limits the impact we can have on changing the shape of the population in this group. Typically these are our senior technical roles predominantly held by males within the business.
- One of the aims we set out to achieve was a 50% gender split* at our senior management level (Heads of department), we are pleased to report that we have maintained this during the year.
- We need to continue to nurture our talent at all levels to encourage women to move into larger roles in the top two quartiles.

*within a 10% tolerance

Challenges

There are many drivers for the proportion of males and females at each level and a number of challenges we have encountered when tackling our gender pay gap these include:

- Turnover levels: during the last 12 months our turnover levels have been low (10%), therefore the impact we can have on the gender pay gap is minimised.
- Technical roles: as mentioned in our last report, within our business we have highly paid technical roles which are traditionally male dominated. These are well paid roles and as a result turnover within these roles is very low. We have continued to focus on strategies and programmes that will help us recruit, develop and promote women within our business and specifically within these roles, however this has been challenging.
- Diversity within the Industry: when recruiting from within the industry we also face challenges from a diversity perspective. An aim that we set out to achieve was a 50:50 gender ratio in relation to applicants for all roles. For the majority of roles this has been achieved, however for certain technical roles this has not proved possible due to limited female candidates' thus making hiring females into these roles very difficult. We have focused on our attraction techniques (job gender decoding, offering more flexibility within the roles and more part time opportunities at all levels), however we believe this to be more deep-rooted and see similar reports by other companies in the financial services industry. To tackle this we believe our focus needs to be on promoting from within our business and developing our female staff into these technical specialisms. We have made good progress with this to date but acknowledge this will take time. Over time we are confident that these measures will help us address our gender pay gap.
- As a smaller organisation the impact of having just one additional male in our Senior roles/Executive team can have an impact on the gender pay gap figures overall.

Equality & Diversity Initiatives

In 2018 we joined a number of financial services companies in signing the 'Women in Finance Charter' and pledged to take action to build a more balanced and fair industry.

We continue with our pledge, reporting our progress on an annual basis, with our Senior Management being accountable for the actions to bring about the improvements required to decrease our gender pay gap.

We have also made a big step towards our commitment of having an even gender split at Senior Management/Executive level with the appointment of a female Chief Executive Officer due to join the business in spring 2020.

A number of changes that we have made are now fully embedded into our processes and are measured annually. One of these measures, which was achieved, was to have at least 50% of our aspiring talent programmes delegates to be female.

Over the last year we have had great success and positive feedback from our staff regarding our mentoring programme, this has also been key to supporting the progression of females in their careers. The programme offers mentoring relationships to employees at varying points in their employment journey to provide support:



Business Leadership	Career Progression	Study Progression	Family Friendly
<ul style="list-style-type: none"> - For employees who wish to gain an increased breadth of commercial and strategic exposure. - To gain guidance in management and leadership arena. - To support employees through operational projects on our Embracing Talent Programme. 	<ul style="list-style-type: none"> - For employees who are looking to progress their career. - Gain support and guidance in setting career goals. - Benefit from guidance and regular check points to keep on track. 	<ul style="list-style-type: none"> - For employees studying for a regulatory or professional qualification. - Benefit from guidance on subject from an expert. - Gain essential study guidance, tips and work life balance support. 	<ul style="list-style-type: none"> - For employees due to go on family friendly leave. - Benefit from support before, during and after leave. - Help remain engaged and ease return to work.

In 2019 we enhanced our shared parental leave offering to match maternity leave and have seen an increasing number of colleagues take this leave.

The journey's not been exclusively for women and a large number of male colleagues are now activists for gender equality, taking an energetic role in supporting colleagues across the business. They have been active in a number of our initiatives and awareness campaigns that have been hosted over the last year.

We have communicated with our employees about the challenges that women have faced in our industry, we welcomed guest speakers in Senior Management roles from other financial services organisations to share their challenges and experiences. Internally we shared career stories from individuals in senior roles to help break down any barriers that are thought to exist in forging a career in financial services. We have celebrated and recognised achievements through our '19 women in 2019' campaign as well as offered career coaching sessions to employees who wish to focus on their career path planning.

We have also extended our initiatives to outside of our workforce to our advisers where we have introduced a networking group 'Women at the table' and our 'Adviser of the Year Award' went to a talented female adviser.

We believe that the initiatives we have implemented to drive gender equality and diversity within the workplace are making a difference. However, given the industry in which we operate and the external factors, we do expect this to take time.

Declaration

I confirm that Sesame Bankhall Groups Gender Pay calculations are accurate and meet the requirements of the regulations.

Jim Kelly, Group Finance Director

Key statements/definitions

Gender pay gap is the difference between the average pay of all men and all women, regardless of their role or seniority, it is not equal pay. Equal pay is about paying women and men equally for carrying out the same or equivalent role. It is a legal requirement in the UK.

What is the reporting period? Data is drawn from a specific date each year, for our business this date is the 5th April

What does hourly ordinary pay include? Basic salary and allowances after salary sacrifice, and any pro-rata bonus. The sum of these elements is divided by your working hours to get the 'hourly pay rate'.

What does bonus pay include? All bonus payment taxable in the UK, including cash bonus and any deferred bonus paid to you during the reporting period.

Figures are reported in two ways, mean and median, and for both hourly ordinary and bonus pay:

Median pay gap - the difference between the mid-point in male pay and the mid-point in female pay.

Mean pay gap - the difference between the average male pay and average female pay.