



## Sesame Bankhall Group

### Sesame Bankhall Group's Gender Pay Gap

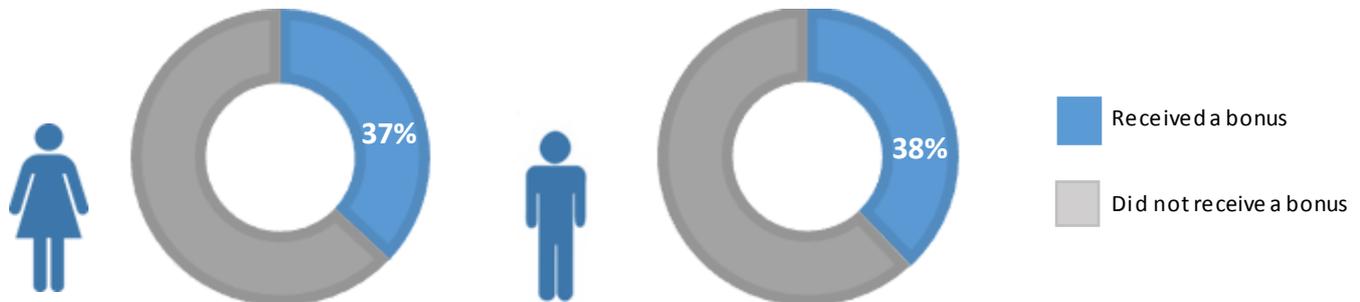
Equality and diversity are at the heart of the Sesame Bankhall Group culture which includes Gender Pay Equality and we are committed to reducing our Gender Pay Gap.

For the first time UK companies, with over 250 staff, have to report on their gender pay gap. This is an important step towards transparency in business and will support a culture of equality in all areas, something the Sesame Bankhall Group is supportive and passionate about.

The tables below show our overall median and mean gender pay and bonus gap based upon hourly rates of pay as of the snapshot date of 5<sup>th</sup> April, and bonuses paid in the year to 5<sup>th</sup> April 2017.

	Mean	Median
<b>Gender Pay Gap</b> Women's hourly rate is	23.4% lower	33.7% lower
<b>Gender Bonus Gap</b> Women's bonus pay is	34.5% lower	3.6% higher

### Proportion of males and females receiving a bonus payment:

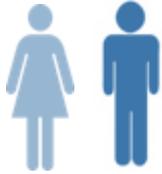


This shows a 1% difference between females and males being paid a bonus for their performance during the period. 38% of our male population earned a bonus in this period against 37% of our female population.

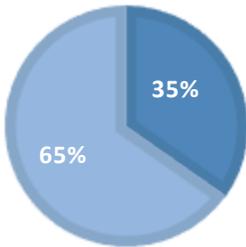


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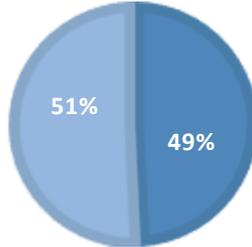
Proportion of males and females in each pay quartile:



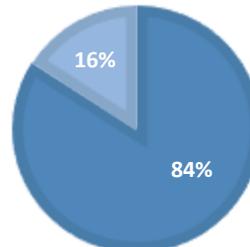
Lower Quartile



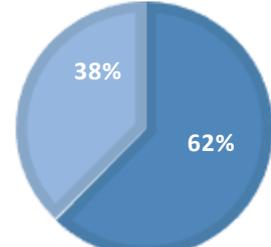
Lower Middle Quartile



Upper Middle Quartile



Top Quartile



The above images illustrate the gender distribution across the four quartiles of equal sizes from lowest to highest paid.

### Understanding our Gender Pay Gap

Analysis of our Gender Pay Gap tells us that 73% of our male population sit within the top two quartiles in terms of pay against 27% of women, women are less represented in the higher bandings and specifically in the upper middle quartile.

### Upper Middle Quartile Roles

This is where we see the biggest gender gap. Roles sitting within this quartile are typically technical compliance and technical IT roles along with some middle and senior manager roles, which in the main are occupied by males.

### Bonuses

When we look at how bonuses compare across the business, the number of males and females who receive a bonus doesn't significantly differ at the Sesame Bankhall Group. The median amount also demonstrates a very small variance, this reflects our gender neutral approach to bonuses. However, we can see that males earned 34% more in bonuses during this period than women, this is linked to the specific make up of the roles that the men occupy. We have less women in the technical and senior management roles that carry higher bonuses entitlements.

We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work, this equality in pay approach is reviewed and monitored annually through our pay review process. Rather our gender pay gap is linked to the roles in which men and women work within the organisation and the salaries that these roles attract. If we had an equal split of gender within these specific roles, the gender pay gap would reduce significantly.



## Sesame Bankhall Group

### Our approach to tackling our Gender Pay Gap

- **Gender Balanced Shortlisting**

We are committed to focus on attracting and recruiting females into specific roles and departments that are male dominated. Progress has been made to date with this approach and we have successfully recruited a number of females into previously male dominated areas in the last 12 months, our gender split for new joiners in the previous 12 months is also equal. We will also focus, at recruitment stage, on an equal share of men and women on shortlists to allow for the best candidate to be chosen from an equal pool of men and women.

- **Communication**

We are dedicated to being open and honest about our gender pay gap as this is our first step to addressing the problem, we will talk about our gender pay gap in a transparent way, educating and explaining to our employees the difference between equal pay and the gender pay gap. In addition, we are working with managers in specific areas to attract women where we believe it will have the largest impact.

Our communications plan includes campaigns to promote a more gender inclusive world. Initiatives will be directed towards women to promote their willingness and confidence in their own advancement to senior levels within our workplace and other initiatives will be directed to both genders, to help build a culture that understands and supports a positive conscience in this aim.

We will also continue to improve our senior networking and look to organise further networking events for women in middle management and senior manager roles.

- **Reward**

Over the last 12 months our approach to reducing the gap has included ring fencing male Senior level salaries, a review of bonuses and increasing our lower paid roles. We believe this has had a significant impact to date and we will continue with our aim to increase lower paid roles.

- **Internal Promotions & Development**

We have been active in developing and promoting females into key senior roles. We continue to focus on the development of our females through the business and aiming for an equal gender split on our talent programmes and succession plans is at the core of our approach.

- **Flexible working**

We are committed to promoting more flexibility in senior roles and field based roles, considering part-time and flexible working when recruiting and actively advertising this benefit to attract candidates equally of both sexes.

We will also look to explore initiatives for supporting women to relaunch their careers following maternity leave as well as better communication with women on maternity leave to encourage women to return to work and feel part of the workforce whilst on maternity leave.



Sesame Bankhall Group

**Declaration**

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

A handwritten signature in black ink that reads "Lisa Winnard". The signature is written in a cursive style and is positioned above a thin horizontal line.

**Lisa Winnard, HR Director**