

# Gender Pay Gap Report



SESAME  
BANKHALL  
GROUP.

2023

# Sesame Bankhall Group's Gender Pay Gap Report 2023

***'Equity, diversity and inclusion are at the heart of the Sesame Bankhall Group culture, which includes Gender Pay equality and a commitment to reduce the Gender Pay Gap.'***

The gender pay gap is the difference between the average earnings of men and women across a workforce, expressed as a proportion of men's average earnings. Since 2017, the UK Government has required employers with more than 250 employees to measure and report on the Gender Pay Gap of their UK-based employees on an annual basis.

Employers must report on:

- ★ Mean and median gender pay gap
- ★ Mean and median gender bonus gap
- ★ Proportion of female and male employees who received a bonus
- ★ Proportion of female and male employees in each of the four pay quartiles



A gender pay gap is not the same as equal pay and does not indicate that men and women in similar positions earn different amounts, which would contravene the Equality Act 2010. We are confident that men and women are paid equally for equivalent work at Sesame Bankhall Group.

At SBG we have been reporting our gender pay gap since 2017, in addition, we have been part of the Women in Finance (WIF) Charter since 2018, where we pledge to build a more balanced and fair industry. We are pleased to have met our WIF target of a 50:50\* gender split across our senior management team - including all heads of departments and above in the UK. Our ongoing commitment is to maintain this gender split within our senior management population.

\*with a 10% tolerance

# Results

SBG’s 2023 gender pay gap results represent 236 employees in the UK, with a 56% male and 44% female split.

**Comparative data:**

	2022		2023	
	Mean	Median	Mean	Median
<b>Gender pay gap</b> female hourly rate is	13.9% lower	24% lower	14.9% lower	23.4% lower
<b>Gender bonus gap</b> female bonus rate is	2.7% higher	43% lower	25.4% lower	31.1% lower

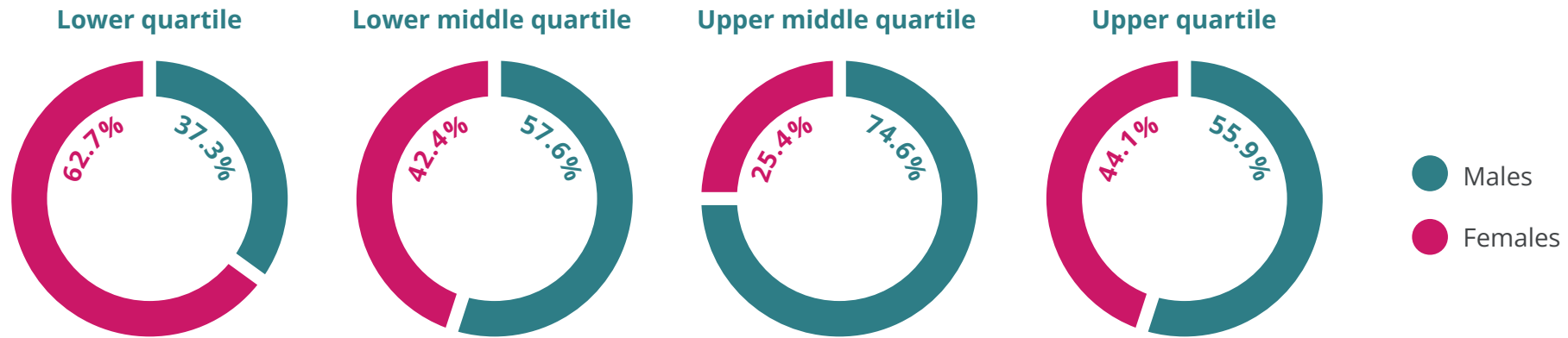
100% of our male and female colleagues received a bonus in the reporting period.

We remain satisfied with the improvement we have made to our gender pay gap since 2017 (reducing from 19% to 14%), and we continue to work towards our internal target of 12% by 2025.

We acknowledge that embedding sustainable change takes commitment and time and we are dedicated to achieving our aims of having a more diverse workforce at all levels of our organisation. We continue to foster a more inclusive environment, increasing our impact as a company for our adviser community.

Our leaders prioritise equity, diversity and inclusion and join SBG in the belief that diversity amongst our people improves innovation, decision making and the way we support our advisers.

## Proportion of males and females in each pay quartile:



## SBG's Equity, Diversity & Inclusion journey

With the support of our in-house Inclusion Council, the last 12 months' focus has been predominantly around awareness and education, data gathering and policy enhancements.

## Recognising National Inclusion Week annually

This year's focus was 'take action make impact.' During the week we hosted a range of activities focused on bringing individuals together. This included a series of daily podcasts around a variety of inclusion topics, the introduction of an online safety hub, an interactive 'Let's Talk' session, an E, D & I colleague quiz and Culture Club, debating a topical E, D & I issue.

## **Supporting internal progression**

We have taken steps to remove any real or perceived barriers in recruitment by making our support visible at all stages, being clear in all advertisements for roles (internally and externally), as well as making any reasonable adjustments necessary to support candidates.

In supporting internal progression all roles are advertised internally, in the last 12 months we have seen 64% of our UK internal moves being women.

We also relaunched our mentoring programme, providing all colleagues with role models to support in their development.

## **Policy review and amendments**

We have enhanced a number of our people policies to provide further flexibility or benefits to colleagues. These include enhancements to our parental policy, the introduction of selling holidays, an increase in pension contributions to more junior colleagues and enhancements to the flexible working policy. We have also introduced a flexible bank holiday process to allow further flexibility for those individuals that recognise alternative religious festivals/days.

## **New values**

We saw the launch of new SBG values in 2023, that support our E, D and I initiatives - Community, Expertise and Passion. We see 'Community' as a key focus for SBG, whereby we create a collaborative environment that is inclusive for everyone.

## Data and feedback

We conduct regular surveys to capture feedback around how embedded our E, D & I strategies are within the business, as well as capturing diversity data to support this.

Our recent annual survey results show positive results:

**How effective is your manager at supporting inclusion and diversity?**

**94%** favourable

(increased from 92% in Sept 2022)

**I believe that SBG is taking action to improve diversity and inclusion**

**87%** favourable

(increased from 84% in Sept 2022)

## Diversity data

We are working hard to provide the tools for recording diversity data and encourage colleagues to share this data. We have made improvements to our HR System to allow colleagues to provide a range of diversity metrics. A wide set of data will help us ensure that opportunities aren't concentrated within a single segment of the colleague population and help us ensure that a breadth of backgrounds and experiences inform the choices we make. Data will also help us to prioritise the creation or updating of company policies, the development of our benefit packages, and the actions we take to ensure we remain a diverse workforce.

## Declaration

I confirm that Sesame Bankhall Group's gender pay calculations are accurate and meet the requirements of the regulations.

**Sarah Batham, Chief Risk Officer & General Counsel**

# SESAME BANKHALL GROUP.

Sesame Bankhall Group Limited, company number 3573352. Sesame Limited, company number 2844161. Sesame Services Limited, company number 2338540. Bankhall Support Services Limited, company number 2785381. Premier Mortgage Service Limited, company number 5011650. Each company is registered in England & Wales with a registered office at Aviva, Wellington Row, York, YO90 1WR.