



Sesame Bankhall Group

Sesame Bankhall Group’s 2018 Gender Pay Gap Report

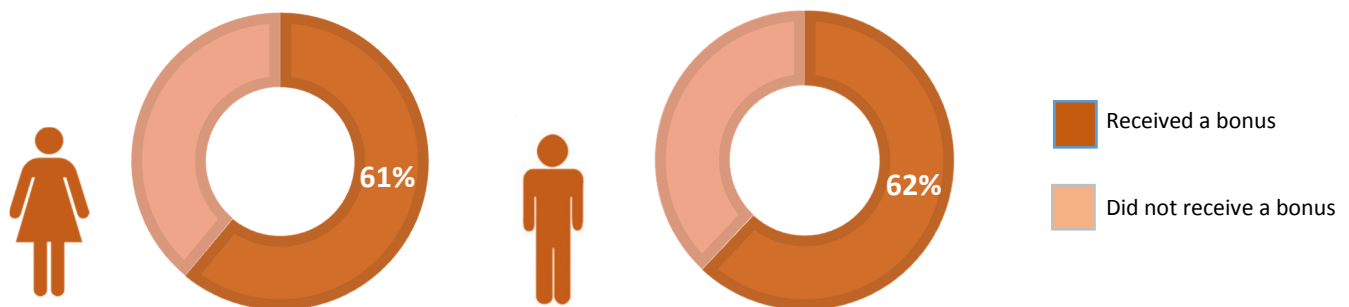
‘Equality and diversity are at the heart of the Sesame Bankhall Group culture, which includes Gender Pay equality and a committment to reduce the Gender Pay Gap.’

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 5th April and bonuses paid in the year to 5th April for 2017 and 2018.

	2017		2018	
	Mean	Median	Mean	Median
Gender Pay Gap Women’s hourly rate is	23.4% lower	33.7% lower	19.6% lower	34.1% lower
Gender Bonus Gap Women’s bonus pay is	34.5% lower	3.6% higher	43.8% lower	25% lower

Sesame Bankhall Group’s mean Gender Pay Gap has reduced significantly since 2017 reporting which was calculated at 23.4%, compared with this years at 19.6%. We are extremely pleased that the activity to date has demonstrated progress and had a positive impact on our results, whilst acknowledging there is still further improvements to be made.

Proportion of males and females receiving a bonus payment:



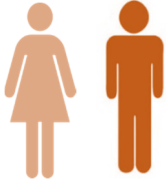
The percentage of women and men eligible for a bonus this year was fairly equal. Unfortunately we haven’t seen the bonus gap improve as we have with the mean gender pay gap. We have made steps to increase bonus entitlements for specific roles however a number of our Sales related roles are predominantly held by male colleagues, which strongly impacts this statistic.



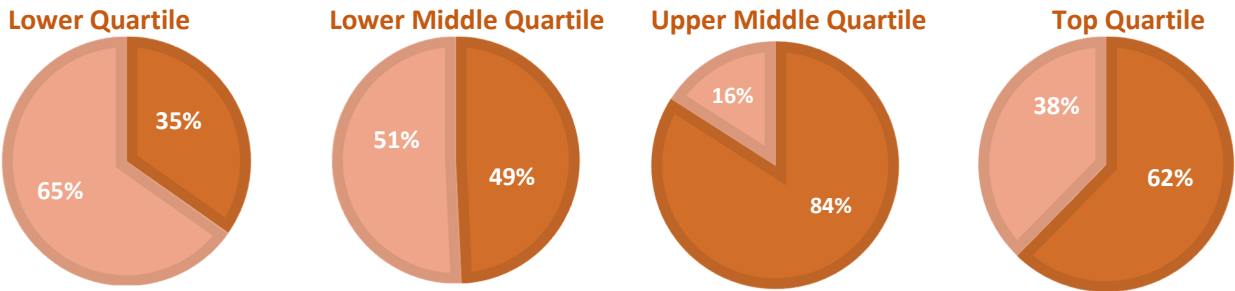


Sesame Bankhall Group

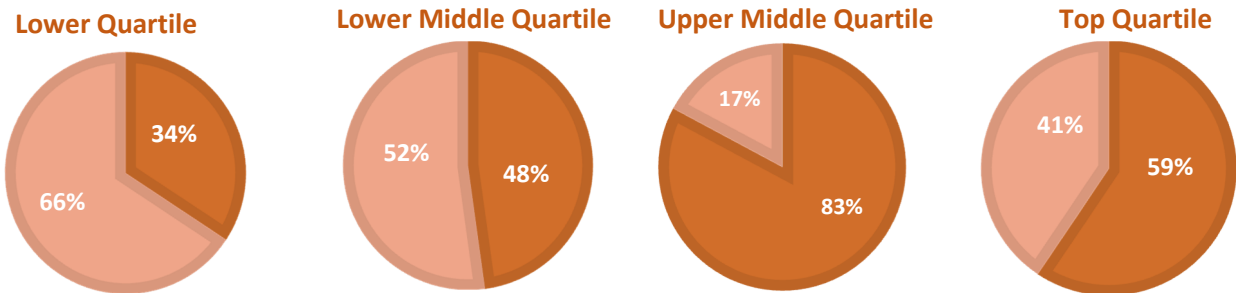
Proportion of males and females in each pay quartile:



2017



2018



The above images illustrate the gender distribution across the four quartiles of equal sizes from lowest to highest paid. The split of gender across each quartile remains similar to previous year's results, although we are pleased that in the upper two quartiles the number of women have increased slightly.

Interpreting our Gender Pay Gap

Analysis of our Gender Pay Gap for 2018 tells us that with a reduction in our mean gender pay gap of 3.8% we have made some progress with more women in senior roles and the top two quartiles, however women still remain less represented in the higher bandings and specifically in the upper middle quartile.





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A much higher proportion of men work in our technical, compliance and IT roles (upper middle quartile) this is hampered by our stable turnover across our business and specifically in these roles. Our focus and long term goal remains on developing our women into these more senior, technical and compliance roles.

We are confident that men and women are paid equally for equal work at Sesame Bankhall Group, we do acknowledge that we need to do more to encourage women into senior roles.

In March 2017 Sesame Bankhall Group joined a number of organisations to commit to tackle the issue of unequal representation in the financial services sector by signing the Women in Finance Charter. In doing so we have taken the following actions:

- Appointed a member of our senior executive team to be responsible and accountable for gender diversity and inclusion.
- Set internal targets for gender diversity.
- Ensure the senior executive team are accountable for delivering against these internal targets on gender diversity.

The following actions have contributed to our Gender Pay Gap reducing since 2017:

Communication

Communication of our Gender pay results and initiatives are key to aiding Sesame Bankhall Group in achieving our targets and educating staff around Gender diversity and our commitments. We have kept staff updated of the positive actions to date and those planned for the future, as well as gaining management commitment to the actions.

Reward

We have increased the salaries for our lower paid roles, with a commitment to increase all lower paid roles to £10 per hour by January 2019. We continue to review salary and bonus entitlements across the group, ring-fencing any roles where necessary.

Mentoring

For colleagues who leave the business for a significant period due to family friendly leave we have introduced a Mentoring programme to support employees. The programme supports employees prior to embarking on leave, aids with the transition back to work, helps manage a healthy work life balance and enables employees to have confidence in their abilities when they re-enter the workplace after a period of leave.

Enhancing our policies

We have enhanced our Shared Parental Leave Policy to enhance paid time off from the statutory level to match the enhancements within our Maternity/Adoption policy, to demonstrate equality in our approach for Family Friendly Policies.





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We have also introduced a phased return in our Maternity, Shared Parental and Adoption Leave policies to provide additional support in the first few weeks after family friendly leave, to help aid in the transition from full time parent to working parent.

Balanced shortlisting

We continue to look to recruit an equal balance of male and female employees into the Group (in 2017 we recruited 52% male and 48% female employees.)

Our recruitment strategy aims to ensure we have a wide advertisement of roles and look to increase applications of female applicants in roles where females are under-represented.

Internal Development

We have a gender balanced Senior Leadership team; 40% of our Executive leadership team are female and 52% of our Senior Management team are female.

We will continue to encourage the development of our people from both genders, we will look to have a balance of male and female employees on our SBG talent programmes, with at least 50% female employees. This will ensure a balanced approach to developing our top talent.

Promoting Diversity

We have run a number of campaigns to raise awareness of the challenges faced by women in our industry. These included Manager and staff diversity sessions to support management of a diverse workforce, a campaign focused on 'push for progress' and International Women's day. These initiatives enabled a number of our SBG female leaders and external speakers to provide some insight around their career progress and family friendly challenges.

We also continue to look for ways to support young people and women into financial services and work within the community, to help provide insight into careers in the industry in schools and colleges.

Sesame Bankhall Group Future Aims

We aim to do the following:

- Reduce the GPG to 15% over 3 years, by April 2020 (a reduction of 2.6% per year).
- Have a gender balanced workforce, recruiting 50:50* males and females into the Group.
- Have a gender balance of males and females on talent programmes, with at least 50% female employees.
- Have a 50:50* promotion of males and females into middle Management, Senior Management roles.
- Have a balanced short list of male to female application for roles in the recruitment process, interviewing at least one male and one female candidate for each vacancy.

* With a 10% tolerance





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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".

Lisa Winnard, HR & Learning Director

