

Gender Pay Gap

2023



SEMPERIAN

INTRODUCTION

In line with our ongoing commitments to diversity and inclusion, I am pleased to introduce Semperian's Gender Pay Gap report which covers the period up until 5 April 2023.

The case for making businesses more diverse, equal and inclusive no longer needs to be made. It's fundamental to business success and is essential for the wellbeing of our employees. It's vital that diverse perspectives are present and heard at every level of our business and have an active role in decision making. Our focus at Semperian is to have an inclusive culture where everyone can thrive, regardless of gender, and with this culture we can attract, retain and develop diverse talent to our organisation.

Whilst we recognise that there is always work to be done to improve any gap, we are proud of the percentage of women we employ across all levels of the organisation (45%) and that we compensate and promote people based on their roles, experience and performance. Our Executive Committee of eight people is made up of three women (37.5%) and five men (62.5%) meaning that women have a significant voice at the very top of the organisation. We remain committed to driving positive change and ensuring we have a team that is representative of the society in which we live and work, and the people and communities that we ultimately provide services to.

I can confirm that the data provided has been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Alan Birch

CEO | SEMPERIAN



GENDER PAY GAP REPORT

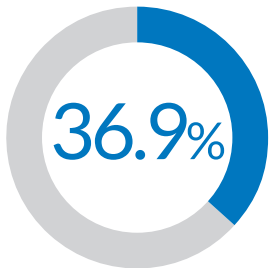
Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, organisations with more than 250 employees are required to publish data related to their gender pay gap, which shows the difference in the average (mean and median) pay between men and women. The data needs to be published on an annual basis.

In complying with this obligation, we have based this report on employment data from 5 April 2023. In line with Government guidelines, this includes base salary, certain allowances and performance payments (bonus) over the previous 12 months.

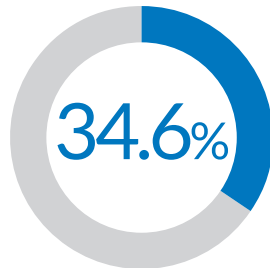


GENDER PAY GAP REPORT 2023

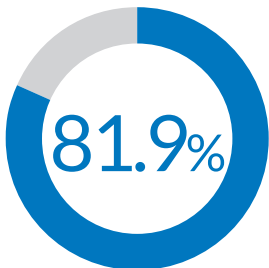
PAY CATEGORY DIFFERENCE (%)



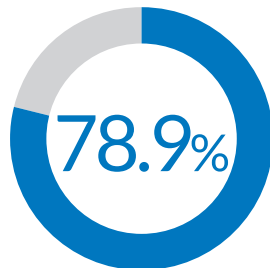
Mean Gender Pay Gap



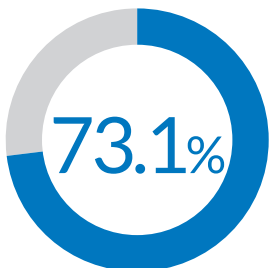
Median Gender Pay Gap



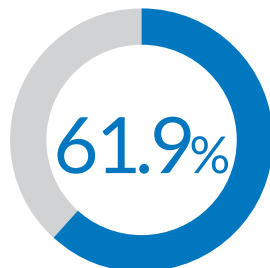
Male employees receiving a bonus



Female employees receiving a bonus



Mean Gender Bonus Gap



Median Gender Bonus Gap

The percentage of **males** and **females** in each pay quartile band is:

BAND D Includes all employees whose standard hourly rate places them in the upper quartile



BAND C Includes all employees whose standard hourly rate places them in the upper middle quartile



BAND B Includes all employees whose standard hourly rate places them in the lower middle quartile

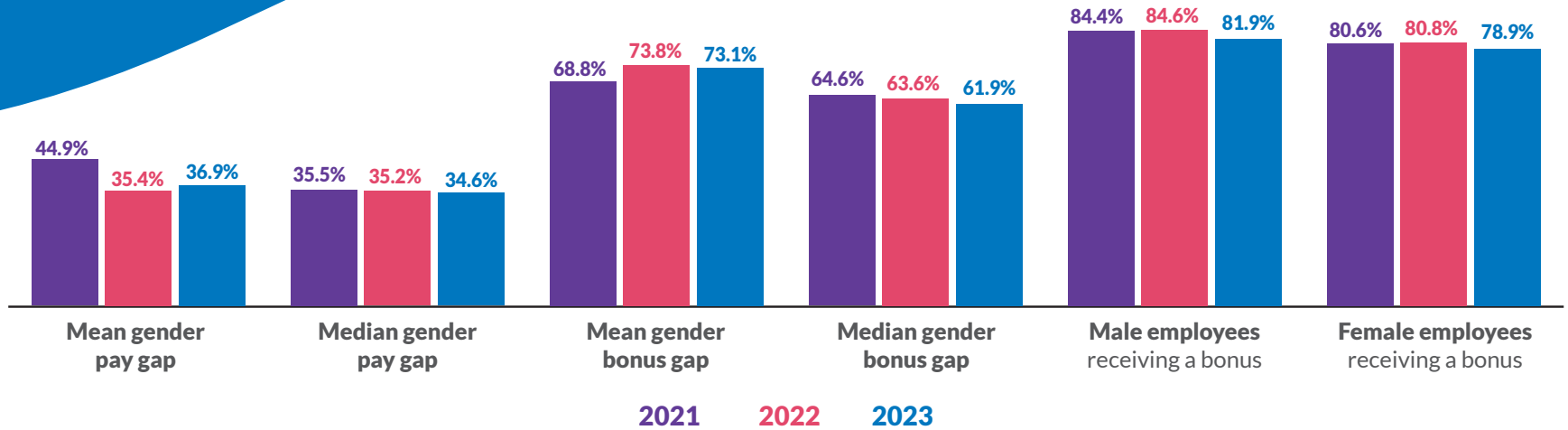


BAND A Includes all employees whose standard hourly rate places them in the lower quartile

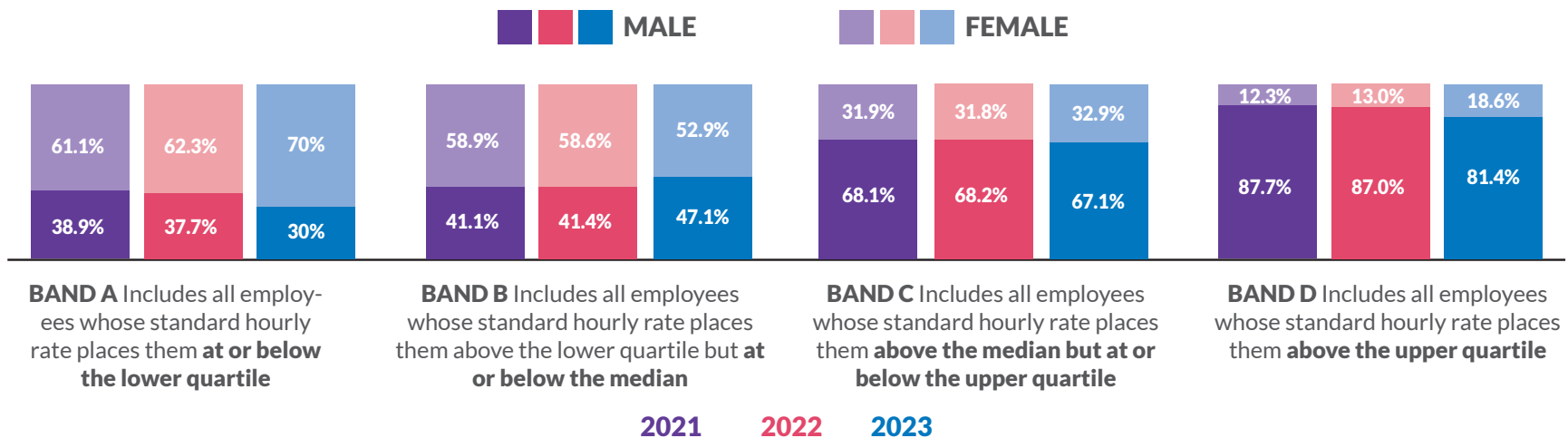


These figures have been calculated using the standard methods used in the Equality Act.

HOW DOES THIS COMPARE TO PREVIOUS YEARS?



The percentage of males and females in each pay quartile band.



BAND A Includes all employees whose standard hourly rate places them **at or below the lower quartile**

BAND B Includes all employees whose standard hourly rate places them **above the lower quartile but at or below the median**

BAND C Includes all employees whose standard hourly rate places them **above the median but at or below the upper quartile**

BAND D Includes all employees whose standard hourly rate places them **above the upper quartile**

HOW DOES THIS COMPARE TO PREVIOUS YEARS?

The Semperian mean and median gender pay gap is relatively flat year on year, with the mean showing a slight increase of 1.5% and the median showing a slight decrease of 0.6%, however the mean gender pay gap is significantly lower in the last couple of years compared to our figures for 2020 and 2021.

We are proud of this reduction, but there is still work to do to build on that progress.

We can also note an increase in the number of females in receipt of upper quartile pay, from 13% to 18.6%, which is positive, however this is countered by an increase in the number of women in receipt of lower quartile pay, up from 62.3% to 70%, which supports the minimal change on the overall GPG figures versus last year.



WHY DO WE HAVE A GENDER PAY GAP?

The gender pay gap is the difference in the average pay of men and women in a company, regardless of the job they do.

This is not the same as equal pay. The Equal Pay Act in the UK legally requires that men and women working for the same employer must get equal pay for doing 'equal work': the same, similar, equivalent or of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

Across the UK economy, men currently occupy more senior roles than women (especially very senior roles at the top of organisations). Men are more likely to be in technical and IT-related roles, which are paid more highly than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of our organisation. We operate in an industry that has a historical gender imbalance with significant under representation of women in a number of roles. This under representation of women, particularly in our more senior roles, is one of the contributors to our gender pay gap.



WHAT ARE WE DOING TO ADDRESS OUR GENDER PAY GAP?

We are committed to reducing our gender pay gap however acknowledge that this is challenging. Ensuring that our employees feel valued, and that their wellbeing is prioritised is at the heart of our people strategy.

However, we also know this is a difficult task. For example, we have no control over what people choose to study or the career choices that they make.

ACTION AREAS

So far, we have taken the following steps to attract and retain employees and to promote gender diversity:

ATTRACT

Recruitment Practices

- + Adopted mixed gender interview panels where possible.
- + Continued building stronger connections with universities and colleges, exploring apprenticeship opportunities where possible.
- + Continued to encourage professional development and 'promote from within' to enable women to progress through the organisation.

Raising Employer Profile

- + Reviewed our internal and external communications to ensure we are promoting diverse topics and events throughout the year.

RETAIN

Improving Knowledge

- + Completed inclusion training for all employees to ensure we are creating an inclusive workplace whilst minimising unconscious bias.
- + Continued to support women experiencing symptoms of the menopause and train our line managers in how best to support women experiencing symptoms of the menopause, to retain them in our business and to ensure we don't lose the skills and capabilities that they bring to our business.

Policies and Processes

- + Continued to review and promote both internally and externally our Hybrid and Flexible working policies.
- + Continued to support working families by providing enhanced maternity, paternity, shared parental leave and adoption pay to break down barriers for women at work.



OVER THE NEXT YEAR, WE WILL:

- + Introduce a review of all exceptional salary increases to ensure consistency and fairness and ensure there aren't any gender imbalances.
- + Launch a school-partnering scheme with secondary schools, to raise young people's awareness of the different career opportunities available within our sector, and to help dispel any myths and stereotypes.
- + Creating an evidence base to find any barriers to gender equality and to help us make priorities for action, by introducing gender monitoring to understand:
 - the number of men and women applying for and being interviewed for jobs and being recruited;
 - the number of men and women applying for and getting promotions;
 - the number of men and women leaving our organisation and their reasons for leaving;
 - the number of men and women working flexibly and their level within our organisation;
 - the number of men and women still working a year after they took maternity or other parental leave.
- + We will develop new guidelines for managers on supporting employees before, during and after maternity and other parental leave.
- + Improve the support and training for recruiting managers to ensure structured interviews are used so all candidates are asked the same questions and responses are graded against standardised criteria to reduce the impact of unconscious bias.
- + Review all recruitment literature for gender bias and ensure we are using inclusive language that will appeal to the broadest range of candidates. Continue to review recruitment methods to ensure we are recruiting from a range of sources that will reach more diverse candidates.





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I, Becky Brunt, Managing Director of Semperian Business Support, confirm that the information in this statement is accurate.

Signed

Becky Brunt

MANAGING DIRECTOR OF BUSINESS SUPPORT

www.semperian.co.uk

