



SEMPERIAN

# GENDER PAY GAP

2024

# INTRODUCTION

In line with our ongoing commitments to diversity and inclusion, I am pleased to introduce Semperian's Gender Pay Gap report that covers the period up until 5 April 2024.

Fostering diversity, equity, and inclusion (DEI) is essential for creating a thriving and innovative workplace. It ensures that all employees, regardless of their background, have equal opportunities to succeed and contribute meaningfully. Embracing DEI not only enhances employee wellbeing and satisfaction but also drives better business outcomes by bringing diverse perspectives to the table. At Semperian, we are committed to building an inclusive culture where everyone feels valued and empowered, which is fundamental to our success and the positive impact we have on the communities we serve. Our dedication to DEI is reflected in our efforts to close the gender pay gap and promote fairness at every level of our organisation.

We are focused on consistently enhancing our efforts and we are proud that 46% of our employees across all levels are women. We ensure that compensation and promotions are based on roles, experience, and performance. Our Executive Committee, comprising eight members, includes three women (37.5%) and five men (62.5%), ensuring that women have a significant voice at the highest level of our organisation. We remain dedicated to driving positive change and building a team that reflects the society we live and work in, as well as the people and communities we serve.

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

Andrew Rhodes

CEO | SEMPERIAN



# GENDER PAY GAP REPORT

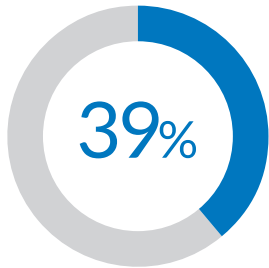
Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, organisations with more than 250 employees are required to publish data related to their gender pay gap, which shows the difference in the average (mean and median) pay between men and women. The data needs to be published on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

In complying with this obligation, we have based this report on employment data from 5 April 2024. In line with Government guidelines, this includes base salary, certain allowances and performance payments (bonus) over the previous 12 months.

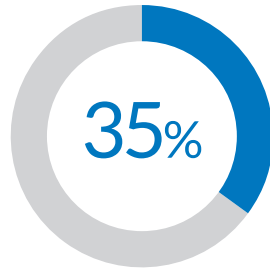


# GENDER PAY GAP REPORT 2024

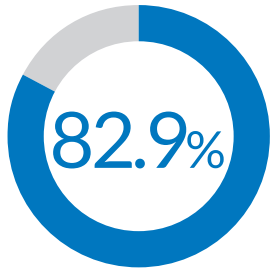
## PAY CATEGORY DIFFERENCE (%)



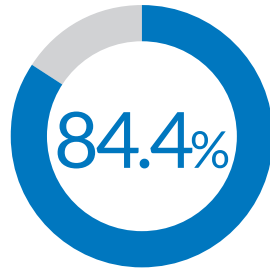
Mean Gender Pay Gap



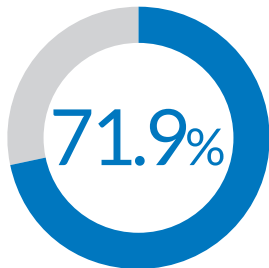
Median Gender Pay Gap



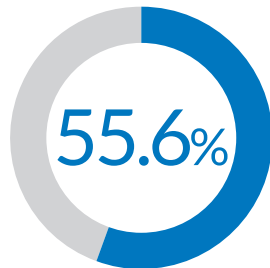
Male employees receiving a bonus



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

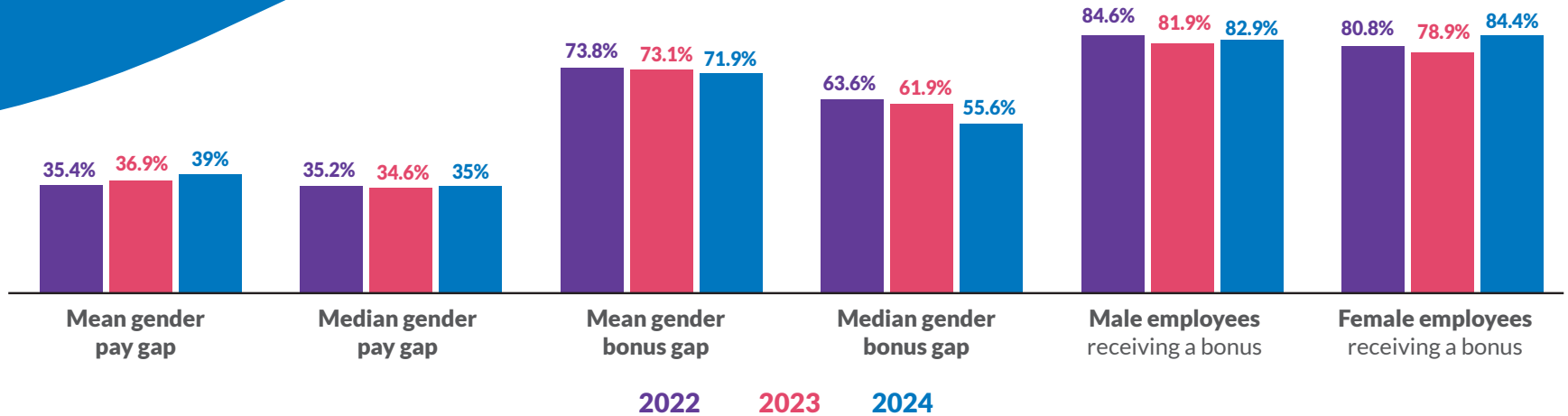


**BAND A** Includes all employees whose standard hourly rate places them in the lower quartile

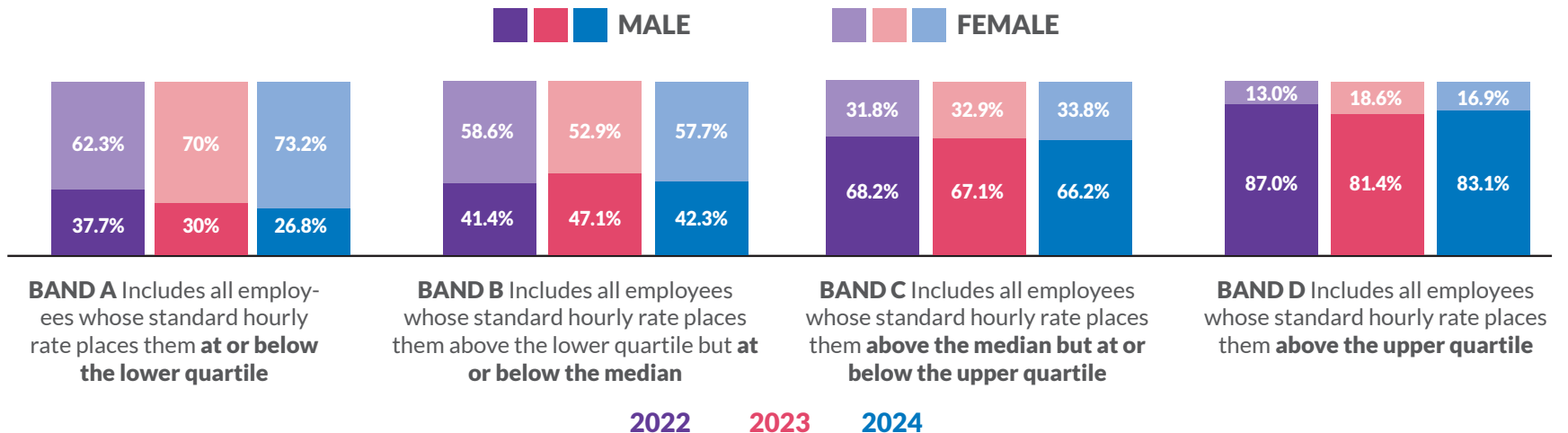


*These figures have been calculated using the standard methods used in the Equality Act.*

# 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?

There has been a noteworthy increase in the Semperian mean gender pay year this year (39% v. 36.7% last year), but it is still below the levels reported in 2020 (40.7%) and 2021 (44.9%). The median gender pay gap is relatively flat against last year (35.0% v. 34.6% last year) with little movement in this measure year on year since 2020.

We have noted a decrease in the number of females in receipt of upper quartile pay – 16.9% v. 18.6% last year. Following the same pattern as last year, we also note an increase in the number of females in receipt of lower quartile pay, up from 70% to 73.2%.



# 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.

Across the UK economy, men currently occupy more senior roles than women (especially in very senior roles at the top of organisations). Men are more likely to be in technical 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, engaged 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.

We have a number of focus areas, with progress being made year on year, these include (see right)

## GENDER PAY GAP - FOCUS AREAS

### Recruitment

- + 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.
- + 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.

### Widening Participation

- + 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.

### Raising Employer Profile

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

### Policies & Processes

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

### Compensation & Benefits

- + Introduce a review of all exceptional salary increases to ensure consistency and fairness and ensure there aren't any gender imbalances.

### Providing Guidance & Improving Knowledge

- + Completed inclusion training for all employees to ensure we are creating an inclusive workplace whilst minimising unconscious bias.
- + Continue 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.
- + We will develop new guidelines for managers on supporting employees before, during and after maternity and other parental leave.

### Data Monitoring

- + 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:
  1. The number of men and women applying for and being interviewed for jobs and being recruited;
  2. The number of men and women applying for and getting promotions;
  3. The number of men and women leaving our organisation and their reasons for leaving;
  4. The number of men and women working flexibly and their level within our organisation;
  5. The number of men and women still working a year after they took maternity or other parental leave.







# SEMPERIAN

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](http://www.semperian.co.uk)

