

30 August 2023

---

# SIS Gender Pay Report 2023



**SIS**

# SIS and the Gender Pay Gap

The UK government introduced new legislation in 2017 which requires UK employers with 250 or more employees to publish statutory calculations every year to show how large the pay gap is between their male and female employees. The deadline to report the data for 2023 is 4 April 2024. This is the report for the data taken at 5 April 2023.

This report outlines our findings and our thoughts about the gender pay gap at SIS and some initiatives we are considering introducing to reduce the pay gap.

## Gender Pay Reporting is Different to Equal Pay

The gender pay gap is the difference between average hourly rate of pay of all men and all women in the business. This is different to equal pay which addresses the differences between men and women who carry out the same job, similar job or work of equal value.

At SIS, we regularly review our employees' salaries to ensure that men and women are treated equally, and we are comfortable with our position regarding equal pay.

## Calculating the Gender Pay Gap

There are six statutory metrics required from the government. The legislation requires the data to be taken from a snapshot date of 5 April each year.

An employer must publish six calculations showing their:

1. Average gender pay gap as a mean average.
2. Average gender pay gap as a median average.
3. Average bonus gender pay gap as a mean average.
4. Average bonus gender pay gap as a median average.
5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment.
6. Proportion of males and females in each quartile pay band (lower to upper)



## What could cause a Gender Pay Gap

The gender pay gap is based on average pay of all females and of all males in SIS, the biggest cause of a gap is due to the number of men and women in different roles and at different levels in an organisation. For example, if the majority of the employees in the senior pay levels are male and the majority of employees in the lower pay levels are female then there is likely to be a gender pay gap.



### Other factors which could cause a gender pay gap are:

The number of women working in the Company compared to men. Looking at data published by the Office of National Statistics, some industry sectors have a more male dominated workforce for example engineering and technology.

Demographics of the workforce by contracted hours. Gender pay gaps can be driven by a Company having a workforce structure with a higher proportion of women in lower paid part time work than men.

A widening of the pay gap can occur when more women than men take time away from work to raise families.

## Gender Pay Gap

On 5 April 2023 SIS Ltd had 269 total employees' (201 male and 61 female). For the purposes of Gender Pay Gap calculation, if employees are paid less than their usual basic pay during the relevant pay period as a result of being on leave (maternity/statutory sick pay) they are not regarded as a 'full pay relevant employee' therefore are excluded from gender pay gap calculations. The hourly pay was calculated in accordance with ACAS guidelines, it includes basic net pay, bonus pay, car allowance and any other allowances.

At SIS, our mean average calculation shows that men were paid 29.51% more than women and our median average is 8.91%.

SIS PAY	
Mean	29.51%
Median	8.91%

## Gender Bonus Gap

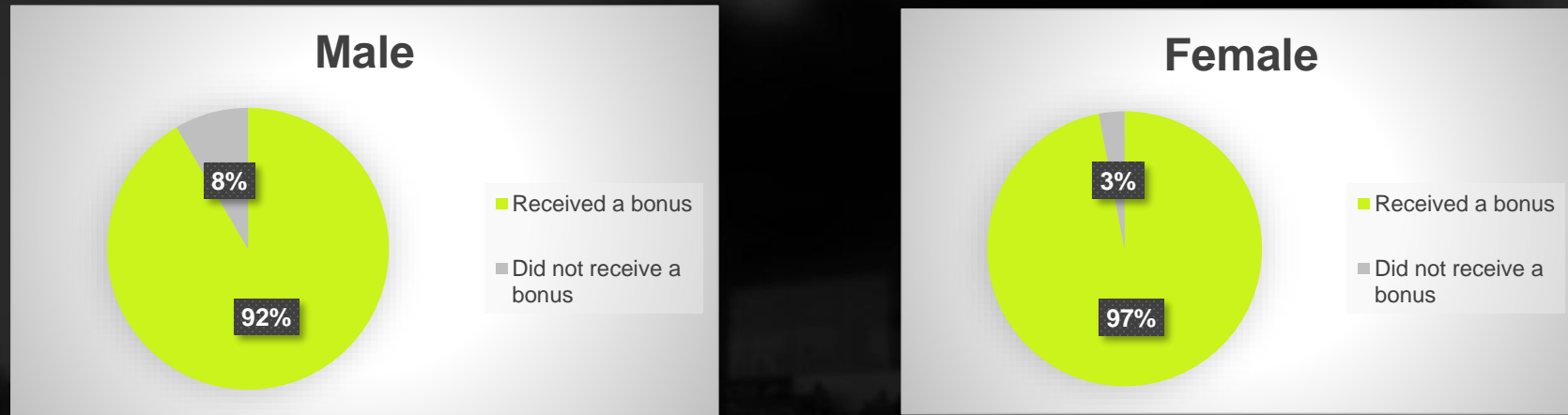
The Gender Bonus Gap calculations include all bonuses received during 6 April 2022 to 5 April 2023 by males and females employed on 5 April 2023.

Exceptionally due to the pandemic there were no performance bonuses paid during the 2022 reporting period. Previous reporting indicated the mean bonus gap was 56.85%. This number has decreased in the current reporting period. Our mean bonus pay gap shows that men were paid a bonus 37.75% greater than women. The difference can be attributed to more males employed in senior level roles and more females working flexibly, proportionally, than males (12% compared to 5%). Additionally, 7 female colleagues were on maternity leave during a part of the review period and therefore excluded from the calculations (10% of the total female population) and the highest number of maternity leavers for SIS Ltd in recent history.

SIS BONUS	
Mean	37.75%
Median	21.08%

## Bonus Proportions

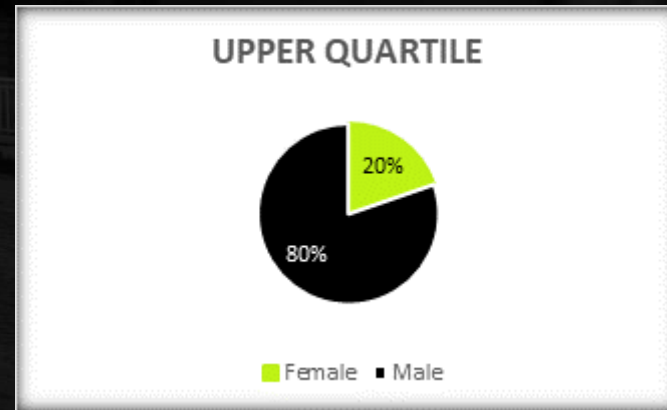
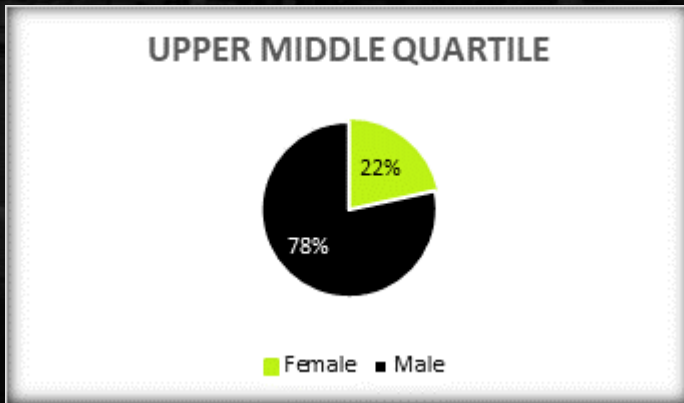
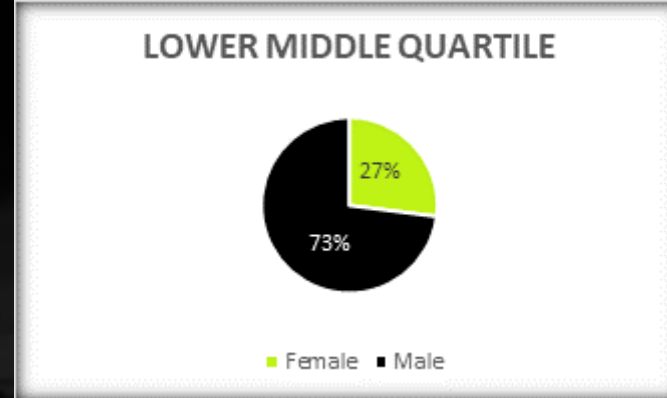
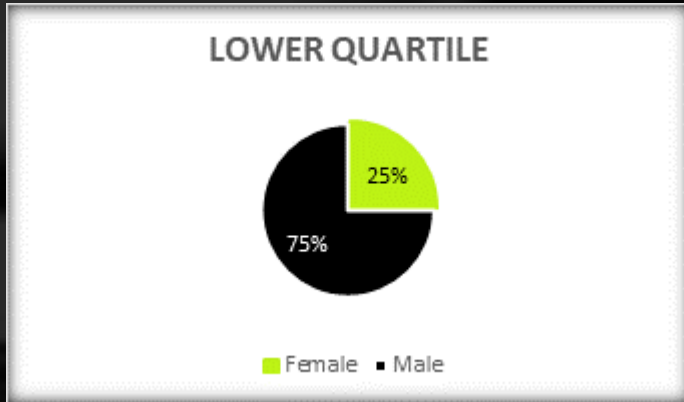
The proportion of male and female employees who received a bonus during 6 April 2022 to 5 April 2023 (rounded):



92% of males and 97% of females received a bonus in the specified period.

# Proportion of Males and Females in each Quartile Pay Band

The final calculation is to order the males and females from lowest to highest pay and split into four groups. The below illustrates the gender distribution at SIS when employees are placed in equally sized quartiles based on pay.



# Action

The industry sectors SIS operates in have traditionally had a higher proportion of male dominated roles and this is reflected within our company headcount by the proportion of male and female employees.

With a view to reducing the gap we have devised these initiatives:

1. We continue to target having at least one female on each vacancy shortlist during recruitment. We work closely with tailored recruitment partners, informing them of this objective so are actively seeking female candidates where possible. Additionally, we have begun using gender decoding for job advert descriptions - removing vocabulary or terminology that could be considered biased towards one gender.
2. Female middle managers continue to be able to participate in the six-month leadership development programme STRIDE delivered by Oakridge. This is a leadership development programme designed specifically for women in middle management. The programme is about empowering women to develop their leadership skills and support them to attain senior level positions within companies. We still see strong numbers of females participating in STRIDE which we are proud to continue to support, most recently having two female members of our Finance team as attending.
3. SIS continues to sponsor and support learning and development initiatives to promote career progression. A female member of the HR team achieved her CIPD Chartered Membership. Another female HR team member, who successfully completed her Level 3 HR Support Apprenticeship in 2022 has now embarked on a CIPD Level 5 Associate Diploma qualification.
4. Since becoming a founding partner of All In Diversity, SIS has participated in the Index survey for the third year.
5. Consistent with previous years, we have had more female star performers recognized in our annual performance review. Last year 5 of the 7 exceptional achievers were female and this year of the 8 start performers, 6 were female.
6. The VP for our SIS Content Service Inc office has been appointed as a Senior Management Team member. We have also appointed a female hire into the Senior role of Head of Group Finance for SIS Ltd.
7. We have a new Diversity and Inclusion SMT Champion, focusing on new initiatives in this space.



August 2023

Richard Ames, Chief Executive