



A COHORT PLC COMPANY



GENDER PAY GAP REPORT **2022**

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Introduction

At SEA, we are focused on ensuring our culture and practices are right to attract, retain and develop the highly skilled and innovative people to work within the Defence and Transport Industries demands.



The Gender Pay Gap Explained

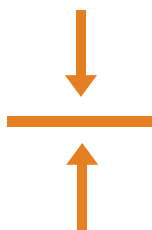
Equal pay and gender pay often get confused. They are not the same thing.

The gender pay gap is the difference between what men typically earn in an organisation compared to what women earn, irrespective of their role or seniority. The gender pay gap is much more of a reflection of a workforce profile rather than about unequal rewards for men and women doing the same job. We are comfortable that men and women within the organisation are paid equally where the role and work undertaken is the same or broadly similar. We have more men than women, particularly in the more senior, higher paid jobs typically producing a higher pay gap. This also affects the bonus pay gap where we have more men in positions that attract the bonus payments, particularly at a higher level.



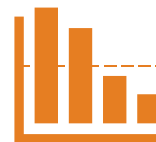
The Gender Pay Gap Explained

For our Gender Pay Gap report, we are required to add up more than just basic salaries by including any performance-related pay and any allowances and provide two different measures: the median pay gap and the mean pay gap.



Median

The Median calculation is where you add up all the male values, sorted from high to low, doing the same for the women. Then select the middle value for each. The % gap is again taking the value for women, away from the value for men, dividing it by the value for men, multiplied by 100.



Mean

the Mean Calculation is where you add up payments made to men, divide by total number of men, doing the same for the women. The % gap is taking the total payments to women from the total payments to men, divided by the total payments to men, multiplied by 100.



We have to provide median and mean measures for the bonus gap as well as showing the percentage of men and women who receive bonus pay.

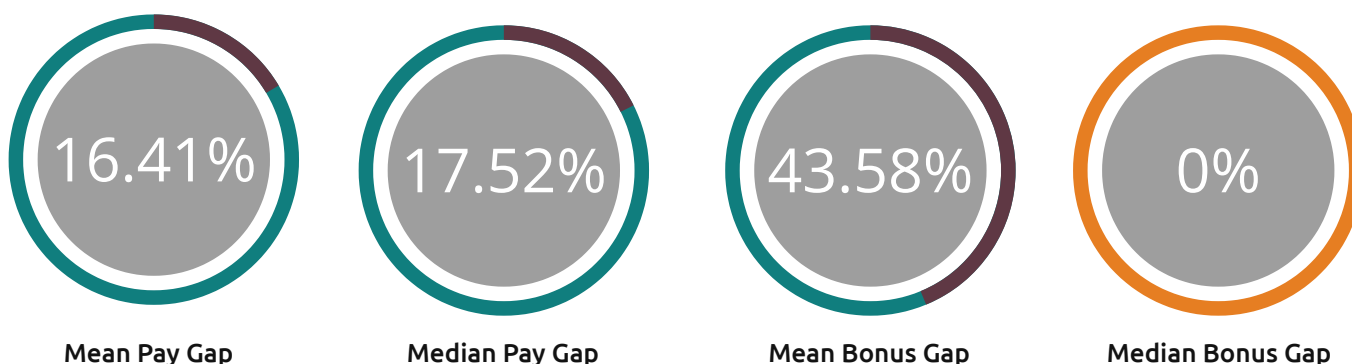
Our Results

Our work force profile looked like this:



Out of our headcount of 253 employees (as of 5 April 2022) we have 32 part-time workers split equally at 16 women and 16 men.

We have seen previously reported pay gaps reduce as a higher proportion of women in roles where the financial rewards are higher. When recruiting, we still have a far greater % of men applying for roles within our Company than women and there are still more men than women studying the traditional engineering and project management courses for our Industry sectors i.e., Defence and Transport. There is a smaller pool of women to select from when trying to attract and recruit women into our Industry Sector.

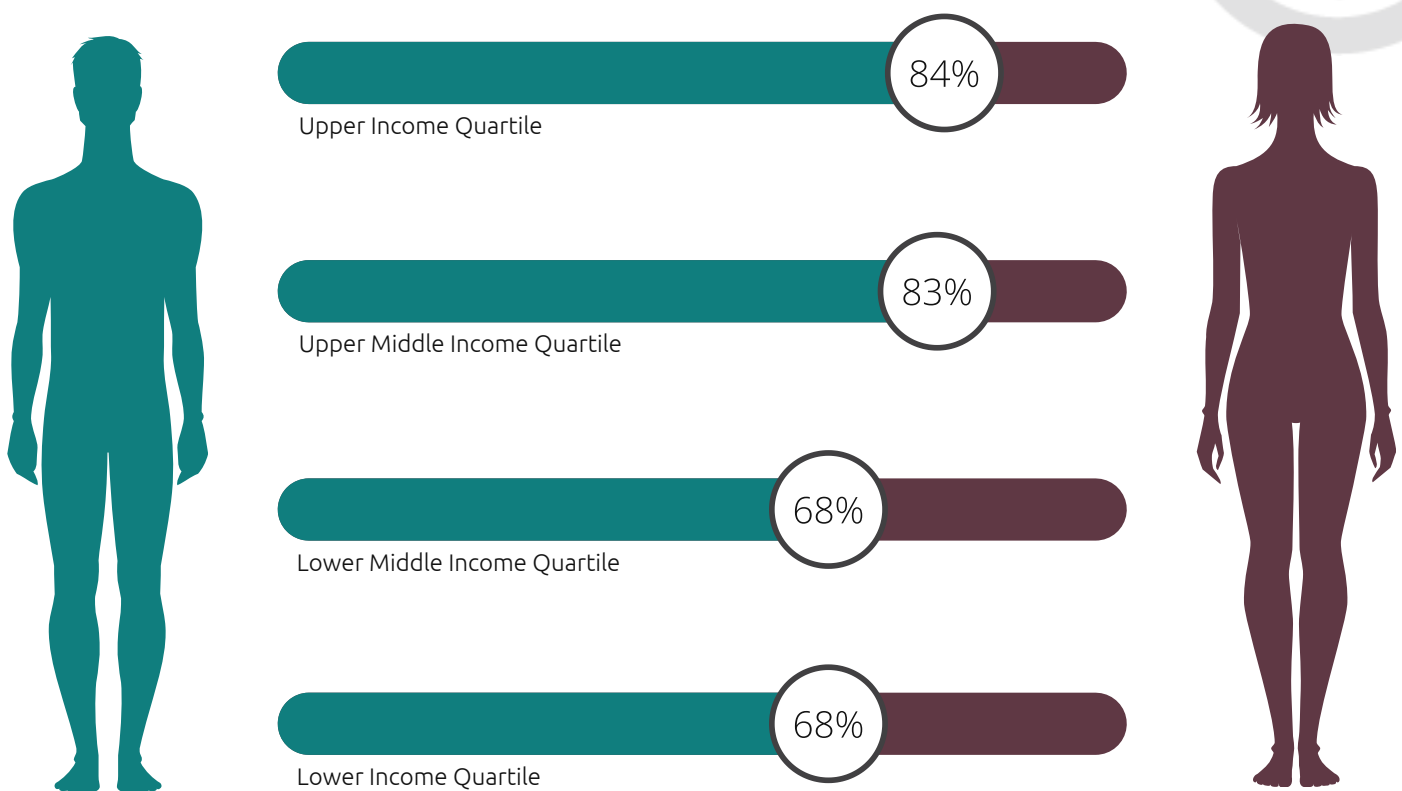


Out of the 32 people that received a bonus, 81.4% of our bonuses were received by men.

Our Results

Distribution of all UK employees across pay quartiles.

If we line up all employees working at SEA, from the highest to the lowest paid, then divide them into four equal groups, those groups will be our pay quartiles. We are required to report on the percentage of men and women in each quartile. At SEA, our pay quartiles look like this:



This means listing all employees, from the highest to the lowest paid, then divide into 4 equal groups. Counting how many men and women were in each quartile, adding the payments to each, the difference giving us the % gap.



You can see we have proportionately more men than women in our highest pay quartiles and this means we have a gender pay gap. However, the percentage of women in our Upper Income and Upper Middle Income Quartiles have gone up since our last Gender Pay Report.

Moving Forward

SEA has already seen a significant decrease in our Gender Pay Gap over recent years and we will continue to work on reducing this further. If SEA had an equal number of men and women in senior roles it would significantly reduce our gender pay gap. Therefore, we will continue to develop our policies and practices to make it more attractive for women and other under-represented groups to work at SEA by for instance:



Our plans to close the gap further:



Promoting our popular flexitime and other flexible working schemes we have to help accommodate both men and women to balance their career ambition with caring responsibilities outside of work.



Through our STEM activities, support female students and graduates, engineers and project managers encouraging them into our Industry.



Continue to support Industry career and skills initiatives, helping to focus on and drive for female participation.



Increase our presence within careers and job fayres, specifically with our female graduates and managers to represent women in our workplace.



We have introduced an annual all-employee bonus scheme.

Our Commitment

I can confirm that the data and statements contained within this report are accurate to the best of my knowledge and belief.

VSteadman

Valerie Steadman, HR Director

For and on behalf of Systems Engineering & Assessment Ltd
November 2022

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