



sensorydimensions



Sensory Dimensions Ltd Gender Pay Report 2017



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At Sensory Dimensions..

We are committed to the principles of equal pay for all our employees.

We operate salary scales for all permanent employees according to job function, which is consistent, transparent and fair.

We are committed to eliminate any gender bias in our pay and remuneration systems and understand that equal pay between males and females is a moral obligation and a legal right in accordance with the Equality Act 2010.

We conduct regular pay reviews and take swift and specific action to address any inequality should it be highlighted.





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What is gender pay and how is it calculated?

The gender pay gap shows the difference in average pay between women and men, which differs to equal pay i.e. women and men receiving the same pay for the same role.

Rather than comparing pay received by women and men performing the same roles, the gender pay gap takes into account all roles at all levels of the organisation.

As a business, we regularly review and analyse our employee pay to ensure men and women are treated equally when performing the same role. We are therefore confident that we do not have an equal pay issue.

In terms of gender split, it should be noted that we have a significantly higher proportion of more women than men in both permanent and casual worker roles at all levels of the business. This reflects the nature of the industry, our flexible working practices and the number of part-time working opportunities we provide.





Our Results

The tables below show the overall median and mean gender pay gap, as well as the gender bonus gap, based on the hourly rates of pay of those employed on the snapshot date of 5th April 2017, and bonuses paid in the year to 5th April for Sensory Dimensions Ltd.

Difference between men and women	Mean	Median
Gender Pay Gap	1.32%	0.00%
Gender Pay Bonus	-43.30%	40.36%

Males Receiving Bonus	8.00%
Females Receiving Bonus	15.00%

Footnote:

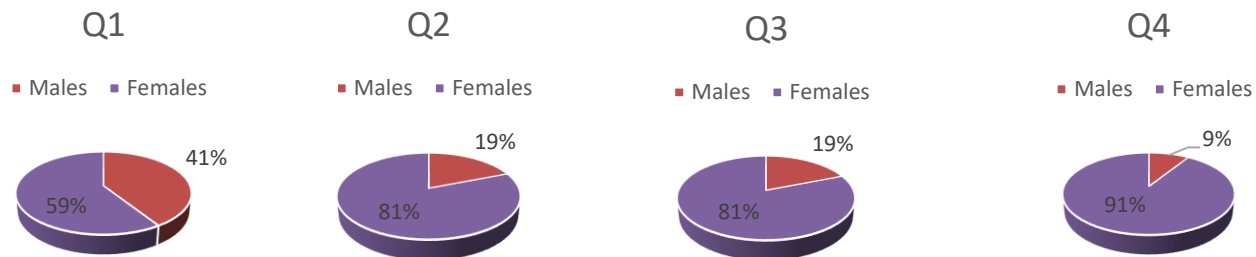
- **Mean gender pay gap:** This is the percentage difference between the mean hourly rate of pay for male employees and the mean hourly rate of pay for female employees. Mean averages are calculated by adding up all of the hourly rates of a group of people and then dividing the result by the number of people in the group. The difference here is primarily due to one main board director and business owner who works very few hours per week.
- **Median gender pay gap:** This is the percentage difference between the median hourly rate of pay for male employees and the median hourly rate of pay for female employees. Median averages are calculated by listing all the pay amounts in numerical order and taking the middle amount (or, if there is an even number of amounts, the average of the two central amounts).
- **Mean gender bonus gap:** This is the percentage difference between the mean average bonus payment received by male employees and the mean average bonus payment received by female employees. Mean averages are calculated by adding up all of the bonus payments of a group of people and dividing the result by the number of people in the group. Bonus is only paid to permanent staff. The result reflects the higher proportion of women to men in the business and the fact that the majority of the management team is female.
- **Median gender bonus gap:** This is the percentage difference between the median bonus payment received by male employees and the median average bonus payment received by female employees. Median averages are calculated by listing all the bonus amounts in numerical order and taking the middle bonus amount (or, if there is an even number of bonus amounts, the average of the two central amounts). Bonus is only paid to permanent staff. The result reflects the high proportion of women to men in the business.



Pay Quartiles

Proportion of men and women in each pay quartile, each quartile contains 70 employees.

The below graph depicts the pay quartiles of Sensory Dimensions and the number of men and women within each quartile. It should be noted that we have many more women at all grades throughout the business which is reflected in all four quartiles.





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Our actions

We are committed to equal pay throughout our business and are pleased to see this reflected in our gender pay gap figures which are significantly lower than the national average. We will continue to monitor and review our roles to ensure the pay gap remains low.

We would like to achieve equal representation at all levels of the business, however at senior level there are more females on career paths in this sector and so we do not struggle to attract female talent. At other levels, females are attracted by both the type of work and the flexibility available to them.

We have always promoted best practice in recruitment, diversity, training and development. However we aim to further develop in these areas which we believe will make our business more successful; our challenge is to make sure that our management team and workforce better reflects society as a whole and is less female dominated.





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I confirm that the figures in our disclosure are accurate and have been calculated in accordance with gender pay gap reporting requirements as outlined in the legislation and accompanying guidance.

Pamela Beyts

Pamela K Beyts
Chair

