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| Gender Pay Gap | |
| Prepared by: | Michael Dick/Karen Fleming |
| Presented by: | Marcus Coleman/Lindsey Ferries |

1. Purpose

The purpose of this update is to present Seafish’s results in relation to standard UK gender pay gap reporting and compare this to the national averages.

In relation to the primary measure of gender balance (i.e. average gender pay gap as a mean average) Seafish’s position is exemplary with a -0.1% gap compared to a UK organisation average of 13.3%. This is excellent news and is a reflection of the work we have completed in the past few years in relation to resetting our pay structure. Seafish also performs well against other related statistical pay measures and this paper provides an overview of the key data.

The paper also identifies the key elements of Seafish’s strategy to ensure continued best practice is being followed”

2. What is the gender pay gap?

The gender pay gap is calculated as the difference in average pay between male and female earnings. This difference is expressed as a percentage of male earnings. The gender pay gap reduces women’s lifetime earnings and also affects pensions, which is one of the significant causes of poverty in later life for women.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (SI 2017/172), in force from 6 April 2017, relevant employers in the private and voluntary sectors are required to publish gender pay gap information by reporting the percentage differences in pay between their male and female employees. Private/Voluntary sector employers must publish the information by 4 April 2018, public-sector employers need to publish their data by 30 March 2018 and then on an annual basis thereafter.

For the reporting obligations to apply, the employer must employ 250 or more employees on the snapshot date of 5 April in the year to which the required information relates. Whilst Seafish is not required to publish this data it was agreed it would be useful to assess our position.

It is important not to confuse the gender pay gap with equal pay as they are different concepts. Equal pay means that men and women in the same employment who perform equal or similar work must receive equal pay.

3. Seafish Workforce Profile

In terms of our workforce profile, during the financial year 17/18, 109 employees were on the payroll, of which 53 were female and 56 male. Given that our overall gender split is roughly 50:50, any gender pay gaps will be as a result of salaries and not distorted by a disproportionate number of one gender.

We have 10 pay grades from 1 to 10. As at 31 July 2018, the number of males and females on different grades are shown in the table below.

| Pay Grade | Female | Male | Total |
|--------------|--------|------|-------|
| 1 | 0 | 0 | 0 |
| 2 | 13 | 4 | 17 |
| 3 | 8 | 5 | 13 |
| 4 | 2 | 9 | 11 |
| 5 | 12 | 16 | 28 |
| 6 | 2 | 4 | 6 |
| 7 | 4 | 4 | 8 |
| 8 | 4 | 1 | 5 |
| 9 | 0 | 0 | 0 |
| 10 | 0 | 1 | 1 |
| Grant Totals | 45 | 44 | 89 |

4. Seafish's Gender Pay Gap Report

The summary below provides the gender pay gap report published on the government website in the 12 months to 4 April 2018, compared against Seafish gender pay gap figures for 2017-18.

When analysing the UK data there are clear indications of women earning less on average than men. This is exemplified in the 13.3% in category one and in category six, where only 37.6% of quartile four is female. These UK average results are clearly unacceptable and the requirement to disclose the statistics is part of a government drive to reduce these differences.

a) Hourly Rates

| Category | UK Average | Seafish | Comments |
|---|------------|---------|--|
| 1. average gender pay gap as a mean average | 13.3% | -0.1% | Seafish are performing extremely favourably in relation to the UK national average, especially given that fishing tends to be a male dominated industry. |
| 2. average gender pay gap as a median average | 9.3% | 10.5% | Seafish have a wider pay gap in relation to median average salaries due to Seafish's salaries profile. As per category 6, females are more represented in the Quartile 1 meaning the female median is reached at a lower salary (this is balanced out for the top half of the median due to more females being represented in quartile 4). |

b) Bonuses

| Category | UK Average | Seafish | Comments |
|---|------------|---------|--|
| 3. average bonus gender pay gap as a mean average | 20.1% | 14.8% | Seafish is performing 5.3% above the UK national average. Note this is largely due to the high number of females in lower positions that received a bonus. |
| 4. average bonus gender pay gap as a median average | 3.1% | 2.8% | Seafish is performing slightly better than the UK average. The disparity between the genders is due to females have higher representation in the lower quartile. |

c) Seafish Bonus Statistics

| Category | Female | Male | Comments |
|--|--------|-------|---|
| 5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment | 30.2% | 21.4% | We have fair processes in place in relation to performance management and the allocation of bonus awards. There are no concerns in this area. |

d) Seafish Pay in Quartiles

| Category | Quartile | | | |
|--|--|----------------|----------------|--|
| | 1 (lowest pay) | 2 | 3 | 4 (highest pay) |
| 6. proportion of males and females when divided into four groups arranged from lowest to highest pay | F 67.9% M 32.1% | F 37% M 63% | F 37% M 63% | F 51.9% (vs 37.6% UK) M 48.1% (vs 62.4% UK) |
| | Comments | | | |
| | While as an organisation the proportion of male and female is roughly 50:50, there are significant variances across the pay spectrum as shown in this table. | | | |

5. Continuing Best Practice

Monitoring and Review

Whilst our position compared to the UK published statistics is positive, we will regularly monitor and review our position in relation to the gender split within our pay bands and average/median pay between the sexes. If a negative trend is identified then this will be brought to the attention of RemCom for consideration on the appropriate action.

Professional Development Opportunities

Seafish believes in investing in staff learning and in creating internal opportunities for growth and professional development. We will continue to internally advertise all of our positions and to facilitate staff development. We do not have any staff in Grade 1 and we will support all staff to develop and expand their knowledge/areas of expertise through internal opportunities. Due to the high representation of females in quartile one, it is anticipated that this strategy will encourage progress of females from quartile one into the underrepresented quartiles two and three.

Flexible Working

Seafish offers flexible working and part-time positions which supports women with children and carer responsibilities. Men should also be encouraged to make the most of flexible working opportunities, as this will still open up opportunities to share childcare/carer responsibilities. This strategy supports Seafish's ROWE culture and it is anticipated that this approach will help to attract, maintain and support female staff.

External Recruitment

We will continue to review future recruitment data on equality and diversity to ensure our workforce profile reflects the gender balance at all levels.

5. Conclusion

Seafish is ahead of the UK average for females being represented in the highest quartile and shows a near 50:50 split. Many organisations are aspiring to be in this position. Seafish will continue to monitor its gender balance to ensure gender equality remains a priority area.

RemCom are asked to discuss the content of this Report.

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| Enclosures | None |
| | As above. |