

Gender Pay Gap Report - 2018

1. Declaration

The data for this second year of publication is based on the April 2018 payroll, and payroll data for the period 6th April 2017 to 5th April 2018.

I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed  (Jon Seddon, Finance Director)

2. Sellafield Ltd.'s Gender Pay Gap Results

The 2018 data for Sellafield Ltd shows a mean gender pay gap of 13.71%, and a median gender pay gap of 11.38%. We are pleased to report that five of the six gender pay gap measures show an improvement compared to 2017:

		2017	2018		
1	Mean Gender Pay Gap	14.3%	13.71%		
2	Median Gender Pay Gap	11.7%	11.38%		
3	Mean Gender Bonus Gap	14.6%	13.7%		
4	Median Gender Bonus Gap	0%	0%		
5	Proportion of each gender receiving bonus	98.03% male 97.84% female	99.9% male 99.9% female		
6	Gender as proportion of pay quartiles:	Male	Female	Male	Female
	Upper	86%	14%	86%	14%
	Upper Middle	83%	17%	83%	17%
	Lower Middle	75%	25%	75%	25%
	Lower	55%	45%	54%	46%
	Total distribution	75%	25%	74%	26%

The only measure which shows an adverse trend is one of the sub-metrics in the pay quartiles measure:

- In 2018, in the lower pay quartile, 54% of employees were male and 46% female.
- In 2017, the figures were 55% and 45% respectively.

As with the vast majority of organisations, 2017 was the first year that the gender pay gap had been calculated for Sellafield Ltd, and we viewed our results as a baseline for improvement. We stated that our first priority was to understand the reasons for our pay gap, at a detailed level. We have completed that analysis by looking in detail at the following factors by gender:

- Grading
- Senior pay
- Internal promotion success
- Internal promotion success of part time employees
- Recruitment of Apprentices and Graduates (our predominant recruitment route)
- Graduate progression
- Pay progression
- Lengths of service
- Employees working beyond pension age

This analysis has confirmed that the issue which is having the greatest impact on Sellafield Ltd's gender pay gap is **Female Progression/Promotion**. The Sellafield Ltd Executive is committed to addressing this issue.

We said last year that our first step was to understand the reasons behind our gender pay gap. We have now carried out that detailed analysis by interrogating the data and investigating the results more thoroughly. The next step is to generate an action plan to address our gender pay gap. We will identify a range of interventions to adjust our internal promotion and progression practices to ensure that all employees are treated appropriately. These adjustments will be implemented early in financial year 2019/20 and their impact will be monitored.

Secondly, we continue to work with schools and educational institutions as part of our ongoing commitment to making a positive socio-economic impact in our communities. We are proud of our record in employing female graduates and apprentices, and we continue to influence the educational choices made by females by promoting the opportunities arising from studying STEM subjects. We have an extensive number of employees who are school governors (over 100) and an ongoing programme of activity for our team of STEM ambassadors who work with local schools and colleges to promote the study of STEM subjects.