

Gender Pay Gap Report - 2021

1. Declaration

The data for this publication is based on the April 2020 payroll, and payroll data for the period 6th April 2020 to 5th April 2021.

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

Signed  (Gaenor Prest, Chief People Officer)

2. Sellafield Ltd.'s Gender Pay Gap Results

The most significant change for 2021 is the reduction in the mean and median gender pay gaps, to the lowest level since we began reporting.

Compared to 2020, three of the six gender pay gap measures show an improvement, and three have remained static. The data for prior years is also included to show the longer-term trend:

		2017		2018		2019		2020		2021		
1	Mean Gender Pay Gap	14.30%		13.71%		13.26%		13.61%		12.66%		
2	Median Gender Pay Gap	11.70%		11.38%		11.52%		11.52%		11.22%		
3	Mean Gender Bonus Gap	14.60%		13.70%		16.45%		19.95%		14.67%		
4	Median Gender Bonus Gap	0%		0%		0%		0%		0%		
5	Proportion of each gender receiving bonus	98.03% male		99.9% both		98.4% male		96.9% male		97.0% male		
		97.84% female		genders		98.3% female		95.5% female		95.2% female		
6	Gender as proportion of pay quartiles:	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
		Upper	86%	14%	86%	14%	85%	15%	84%	16%	84%	16%
		Upper Middle	83%	17%	83%	17%	82%	18%	82%	18%	81%	19%
		Lower Middle	75%	25%	75%	25%	74%	26%	71%	29%	71%	29%
		Lower	55%	45%	54%	46%	54%	46%	54%	46%	54%	46%
	Total distribution	75%	25%	74%	26%	74%	26%	73%	27%	72%	28%	

Our analysis shows that the issue which is having the greatest impact on Sellafield Ltd's gender pay gap is **Female Progression/Promotion**. Sellafield Ltd is an organisation which is reliant on STEM skills, and traditionally these fields have been dominated by males. This, together with our relatively low levels of staff turnover (c.4.8% leavers in the last 12 months) and long lengths of service (c.34% of staff have been employed for over 20 years) means that progression opportunities for female staff are constrained. However, we are proactively working to attract a more diverse range of employees. As an example, our recruitment is dominated by trainees, and in 2021/22 so far, 31% of our apprentice and graduate intake is female.