What is the Gender Pay Gap

We have been reporting our Gender Pay Gap since 2018.   The Gender Pay Gap is the difference in earnings between all men and all women who work in an organisation. It relates specifically to the percentage difference between the mean or average hourly earnings of men and women and the difference between the median or mid-point salary for men and women.

Gender pay is not the same as equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value.

At Adare SEC we're committed to creating an inclusive and diverse workforce. We aim to make sure people are treated equally at work, across all levels and locations, and we value the contribution that everyone makes for us.

Mean and Median Gender Pay Gap

- Our average or mean gender pay gap for 2021 is **14.4%**. This has reduced from our average Gender Pay Gap for 2020 which was 17.8%.
- Our median or midpoint or median Gender Pay Gap is **15.5%**. This has reduced from our mid-point Gender Pay Gap for 2020 which was 20.1%
- Our average or mean gender bonus gap is 39.9%,
- Our median or mid-point gender bonus gap is 3.9%
- The percentage of male employees in Adare receiving a bonus is 7.4%
- The percentage of female employees in Adare receiving a bonus is 7.1%

Description	Male	Female
The percentage split between male and female employees whose standard rate places them above the upper quartile*	79%	21%
The percentage split between male and female employees whose standard hourly rate places them above the median but at or below the upper quartile*	73%	27%
The percentage split between male and female employees whose standard hourly rate places them above the lower quartile* but at or below the median	69%	31%
The percentage split between male and female employees whose standard hourly rate places them at or below the lower quartile*	53%	47%

* Quartiles are the values that divide a list of numbers into quarters. The four quarters that divide a data set into quartiles are:

- The lowest 25% of numbers
- The next lowest 25% of numbers (up to the median)
- The second highest 25% of numbers (above the median)
- The highest 25% of numbers

What we are doing

 Our split of male vs female employees means we have considerably more men than women across the top three quartiles, with a better balance of men and women in our lower quartile. We are developing our recruitment strategies to shift that predominance of male employees. We are also applying a more flexible working approach and reviewing and promoting our family policies, to make our roles more appealing to everyone.

We are transparent with our salaries because we recognise that salary secrecy is a discriminatory practice that perpetuates pay gaps—hitting women and Black candidates the hardest. Hiding salaries prevents people from applying for roles and it means that people often cannot access a fair wage when it comes to salary negotiations. For example, women who attempt to negotiate their pay are less likely to be successful than their male counterparts.

We continue to make sure our pay processes are working well and that we pay equally for the job, regardless of gender. Adare continues to offer the following which can positively impact the gender pay gap:

- Flexible working opportunities that are open to both men and women
- Regular monitoring and reviews of pay and progression
- Regular reviewing of individual career development and an organisation wide talent management programme, irrespective of gender.

We are offering support for women going through the menopause, as well as regular health and well-being campaigns to demonstrate our culture as a caring employer who puts the needs of our employees first.

We believe that these practices will positively impact our Gender Pay Gap, although we are aware this remains a long-term initiative and we expect to see that reduction occur over the next five years

Signed

Anne Lightowler
Director of Employee Experience