



The Seckford  
Foundation  
*A Foundation for Life*

## Gender pay gap statement

### Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the Seckford Foundation is legally required to publish, on an annual basis, specified information relating to their gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

At the Foundation, everyone is paid for the role they have in the team and for their performance in that role. No other factors affect an employee's remuneration. The Seckford Foundation is an Equal Pay employer – men and women performing equal work receive equal pay.

The Mean Pay Gap was **4.67%** in 2023 whilst the Median Pay Gap was **-3.47%**.

The figures in this report are based on the snapshot date 5th April 2023

### The gender pay gap

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

### Gender pay gap

#### Mean gender pay gap

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is 4.7% (rounded to one decimal place).

### Median gender pay gap

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is -3.5% (rounded to one decimal place)

### Gender bonus gap

Not applicable

### Bonus pay

Not applicable

### Salary pay quartiles

The following table separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile.

	Lower		Lower middle		Upper middle		Upper	
	Number	%	Number	%	Number	%	Number	%
Male	27	36.0	30	40.5	14	18.7	35	47.3
Female	48	64.0	44	59.5	61	81.3	39	52.7

### Confirmatory statement

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

Signed:



Name:

Will Self

Job title:

Governor

Date of statement:

March 2024

### Contact

Please direct any queries relating to this gender pay gap report to:

[peopleteam@seckford-foundation.org.uk](mailto:peopleteam@seckford-foundation.org.uk)