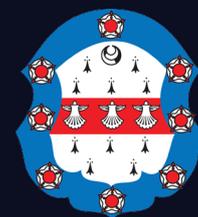


# The Seckford Foundation

## Gender Pay Gap Report 2016/17



The Seckford Foundation is made up of the Seckford Almshouses, Woodbridge School, and the central team.

As an organisation we are quite unique in that our business covers two very different sectors, and therefore it is difficult to provide meaningful commentary on how we compare with other organisations. This means that our Gender Pay Gap reporting includes many different roles with a variety of rates of pay.

It is important to remember that gender pay gap is different to equal pay, as equal pay deals with pay differences between men and women who carry out the same job, similar jobs, or work of equal value.

The following percentages show the difference between the mean or median hourly rate of pay of male full-time employees and that of female full-time employees. We have a total headcount of 317 split 32% male and 68% female.

### Mean gender pay gap

**18.9%**

### Median gender pay gap

**43.75%**

To put our results in to context; we have more women than men in our lower paid roles (largely in the the Seckford Almshouses in care roles or domestic/catering support roles or term time part time school support roles). If we employed an equal number of men and women in these roles this would reduce our gender pay gap as the pay rates would be the same whether for male or female employees. It is widely recognised that women are more likely to work part time, and across the UK as a whole, part time work can be relatively lower paid.

### \*Higher paid roles within the Foundation

**Women 60%    Men 40%**

Looking at the higher paid roles within the Foundation there are slightly more women than men in these roles, however, our Executives, who are our top earners, are made up of only men. In addition to this, of our top 5 earners overall, 4 of them are men. This gives some context as to why the median pay gap is 43.75%.

In terms of addressing this gap The Seckford Foundation is focussed on equality and fairness and is mindful of this in all of our recruitment exercises. As with many other smaller organisations we have fewer senior roles with a lower turnover in these roles compared to our more junior ones. If we look further into the data we can see that of those in our higher paid roles (\*£20 per hour and above) 60% of these are women and 40% men.

Focussing on the quartiles, our percentage of women in the lower and mid-range is much higher than that of the upper range. Again, this reflects the higher number of women in our caring and support roles.

### Gender balance of each pay quartile

Upper quartile	F	57.32%
	M	42.68%
Upper mid quartile	F	69.51%
	M	30.49%
Lower mid quartile	F	69.51%
	M	30.49%
Lower quartile	F	79.27%
	M	20.73%

The report presents some findings that we will consider in more depth to ensure that we provide equality of opportunity to both men and women. We have a robust recruitment process in place, as well as ensuring that internal development and progression is based on performance assessment. To assist us with future development in this area we are considering how improving our management information could help, particularly looking both at recruitment and turnover data. This will form part of our plan over the next few years to seek to address some of the potential issues that have been identified.