

The Seckford Foundation

Gender Pay Gap Reporting

The Seckford Foundation is made up of the The Seckford Almshouses, a residential Care Home, and Woodbridge School, a co-educational Independent School.

As an organisation we are quite unique in that our business covers two very different sectors, and therefore it's quite 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.

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's 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.

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 has come out at 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.

Whilst to some extent, the gap can be attributed to the fact our organisation has such a wide range of jobs within scope, we recognise the need to ensure this alone doesn't mask any underlying issues. We already have robust recruitment processes in place and ensure we advertise as widely as possible as well as ensuring that internal development and progression is based on performance assessment. However we are currently considering how improving our management information could assist us with future developments in this area. In particular, monitoring both recruitment and turnover data, to gain a more detailed picture of who our applicants are, what skills and qualifications applicants and current have and potentially why they are might choose to leave the organisation. It is difficult to say that we will actively seek male candidates for these roles as we are limited, to a certain extent, by the pool of applicants in the care profession and for term time/part time support roles, which are generally more female dominated. We currently welcome applications from both males and females and evaluated these on an equal footing via a robust recruitment process.