



The Seckford
Foundation
A Foundation for Life

Gender pay gap statement

This report sets out the gender pay gap statistics for the Seckford Foundation in relation to the reporting year of 2020/21.

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.

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 11.5% (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 -2.7% (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	16.22		40.54		24.00		45.33	
Female	83.78		59.46		76.00		54.67	

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: *Jude Chin*

Name: Jude Chin

Job title: Governor, Chair of Finance, Audit and Resources

Date of statement: September 2021

Contact

Please direct any queries relating to this gender pay gap report to hr@seckford-foundation.org.uk