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## We are Seashell

Seashell is a charity dedicated to providing a creative, happy and secure environment for children and young adults with complex needs and additional communication challenges from across the UK.

We are committed to delivering individually tailored support services that promote independence and build confidence. We deliver this through the programmes of education we offer through our school and specialist college and residential care we provide for children and young adults in our care homes. The work we do beyond our own facilities at our Cheadle Hulme campus supports this approach, offering specially tailored support services to the children and young adults we work with, along with family support services.

## What we do

Supporting people with SEND

Here at Seashell, we offer a holistic approach via Seashell Royal School Manchester, Seashell Royal College Manchester and our 17 home-from-home care houses, to provide a safe, supported environment. Our special needs residential education and care services provide UK leading facilities and equipment, including sports, health, and wellbeing.

Seashell focuses on the extended family that cares for each one of our students and residents. We understand the difference that can be made to all those connected lives. That is why we strive to include the whole family and the wider community in the life experience of our children and young adults.



## Introduction to Gender Pay Reporting

In 2017, the government introduced legislation which made it mandatory for organisations with 250 or more employees to report on their key pay statistics by gender. Relevant organisations must publish their gender pay gap report by 4<sup>th</sup> April annually.

The gender pay gap shows the difference in average pay between men and women in the workforce. If there is a high gap, this can be an indication that there is cause for concern.

Organisations are responsible for analysing their rewards (such as bonuses) to ensure there is no bias.

The report should include:

- percentage of men and women in each hourly pay quarter
- mean (average) gender pay gap using hourly pay
- median gender pay gap using hourly pay
- percentage of men and women receiving bonus pay
- mean (average) gender pay gap using bonus pay
- median gender pay gap using bonus pay



### How we have gathered and analysed our data

This report takes our payroll data from the relevant “Snapshot Date” which is set as 5 April 2023 for private, voluntary and all other public authority employers.

A “Relevant Employee” is defined as a member of staff employed by Seashell on the snapshot date, who has a contract of employment, including if working part time. A “Full-Pay Relevant Employee” is defined as an employee that has been paid their usual basic pay during the pay period. This means that the list of Full Pay Relevant Employees excludes those on maternity, parental, paternity, sick, special and other unpaid types of leave.

“Ordinary Pay” includes basic pay (salary) plus premium pay (weekend enhancements and bank holidays). Ordinary Pay excludes items such as overtime and expenses.

Gross pay figures are used which are before deductions such as tax, and after any reductions for salary sacrifice schemes. More details of the inclusions and exclusions can be found on the government link listed in the reference section of this report.

“Hourly Pay” forms the basis of the report and is calculated using the Ordinary Pay figure.

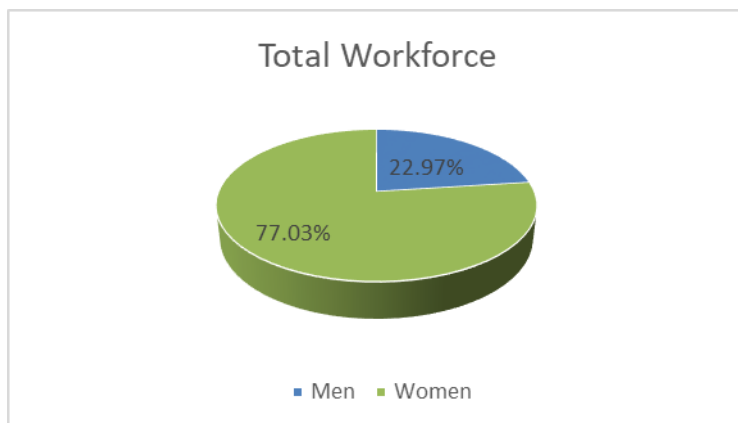
“Bonus Pay” is not relevant to Seashell, as there was no bonus paid in the reporting period.

The regulations do not define the terms “men” and “women” and the requirement to report the gender pay gap should not result in employees being singled out and questioned about their gender. For the purpose of this report we have used the gender recorded in our payroll software. We recognise that this may not reflect the diversity within our workforce.



## Our Results

On 5<sup>th</sup> April 2023, there were 579 full pay relevant employees, of which 22.97% (133) were men:



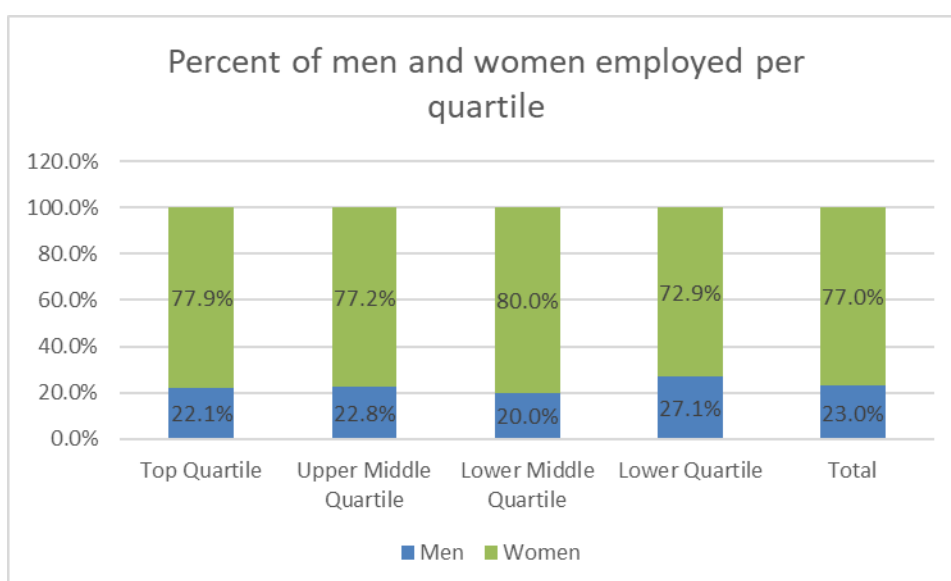
### The Pay Gap (see section below for more information on how to interpret this information)

- The mean hourly pay of Men is 2.4% higher than Women
- For the median hourly pay gap, Men are 2.9% higher

Gender Pay Gap 2023 (%)		2022
Mean	2.4%	5.0%
Median	2.9%	3.8%

For comparison, according to the Office of National Statistics, the median UK Gender Pay Gap for 2023 was estimated to be 14.3%.

When the relevant employees are ranked by hourly pay, the distribution of men and women in each quartile is as follows:



## Comparison to 2022

This year's data show that the mean earnings for men are 2.4% higher than those of the women in the workforce. This is a decrease of 2.6 percentage points from our 2022 report, which is an improvement to the gender pay gap. The following can be observed:

- The largest movement was seen in the lower quartile, which now comprises of 27.1% men compared to 21.4% in 2022, and 22.97% in Seashell as a whole
- Women in the upper middle quartile now earn a mean rate which is £0.70 greater than in 2022
- Men have gained in the top quartile and in the lower middle. However, this is not a large enough swing to counteract the above
- Since the 2022 data was produced, 161 employees were newly recruited. Of these, 47 were men (29.19%) which is above the share of our workforce as a whole (22.97%)
- Of these new recruits, 24.78% of females were employed into the upper half of highest paid staff, compared to 21.27% of males

This closing in of the gender pay gap is due to several factors. We have seen an increase in men taking up lower quartile vacancies in 2022-23. Of the 6 key managerial roles that were filled within this period, 4 were taken by women.



## References

Gov.uk “Guidance: The gender pay gap information employers must report”  
<https://www.gov.uk/guidance/the-gender-pay-gap-information-employers-must-report>

Gov.uk “Making your gender pay gap calculations”  
<https://www.gov.uk/guidance/making-your-gender-pay-gap-calculations>

Gov.uk “Employees who do not identify as “men” or “women”  
<https://www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers/preparing-your-data>

Office of National Statistics “Gender Pay gap in the UK: 2023”  
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworki nghours/bulletins/genderpaygapintheuk/2023>

