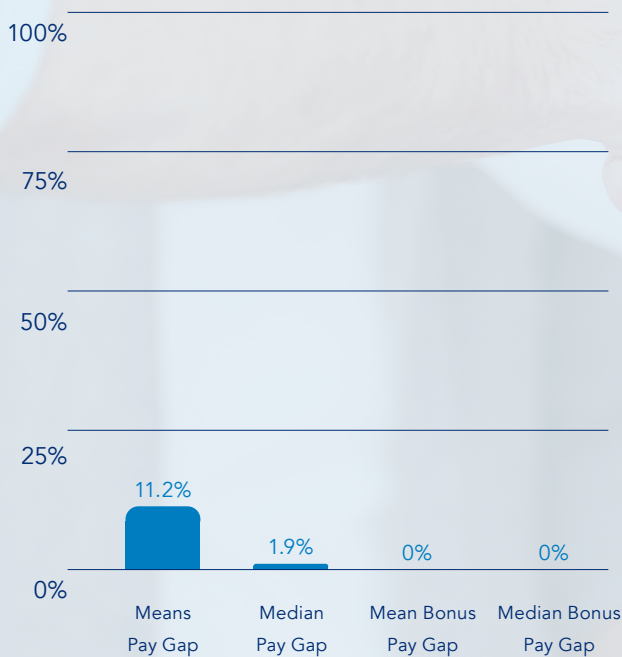


# Gender Pay Gap

As an employer of more than 250 staff, Seal Bay had undertaken Gender Pay Gap reporting as required by Equality Act 2010 (Gender Pay Gap Information) regulations 2017.



**THIS IS OUR REPORT BASED ON DATA AS AT 5th APRIL 2020.**



The mean average hourly rate is the hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's hourly wage and men's hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

Women earn 98p for every £1 when comparing median hourly wages. Their median hourly wage is 1.92% lower.

## Bonus Pay

No bonus pay gap, no bonuses were paid in the period.

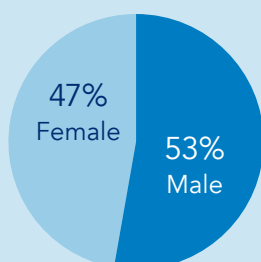
## Proportion of women in each pay quarter

Pay quarters are calculated by splitting all employees in an organisation into four groups according to their level of pay.

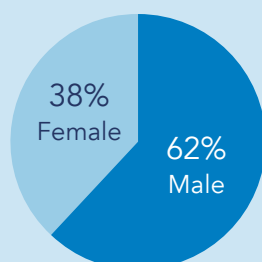
Looking at the proportion of women in each quarter gives an indication of women's representation at different levels of the organisation.

### Key

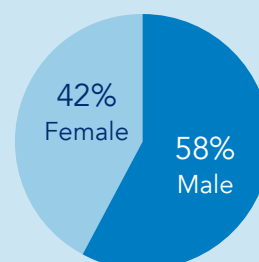
- Male
- Female



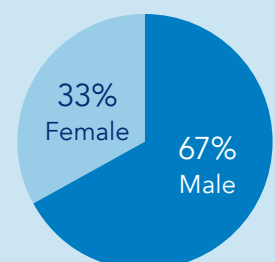
Lower Middle Quartile



Lower Quartile



Upper Middle Quartile



Upper Quartile

**Women occupy 33% of the highest paid jobs and 38% of the lowest.**