



Seymour House 2017/18 Gender Pay Gap Data

Seymour House owns a group of children's nursery schools in Essex and Hertfordshire. Our vision is that raising a child is the greatest personal responsibility anyone ever has and that educating children and supporting parents is vital work that shapes the future of society and provides the most rewarding careers.

We are 100% committed to delivering an upwards spiral of quality care and education to the children in our care and to do this we pay above market salaries, train and develop beyond what is required in the EYFS and ensure our team have the best quality resources, support and procedures available.

As an employer in the Early Years Education sector we recognise that as a whole the sector is female dominated, with the Govt. quoting 1-2% of the workforce being male. This is recognised as an international situation, with few countries having more than 2% and some having less. We understand this is caused by many different influences, including economic, cultural, social and personal. Our own experience is that few male candidates apply for our roles and of those that do, they are commonly less experienced than the female candidates and more often looking for management or supervisory roles. It is our policy to (wherever possible) recruit for our management roles from within the workforce, to ensure continuity of care for the children, maintenance of our high standards and availability of progression opportunities for those within the organisation.

Overall it is our policy to continue to recruit the best person for the role, regardless of their gender.

From April 2017, we are required to publish our gender pay gap data, based on certain calculations set out by the Government. There is little change in our results from the 2016/2017 report despite the most highly paid member of the organisation now being female. This is due to the continued under-representation of men in the early years workforce. In this respect Seymour House is typical of the sector it operates in.

Pippa Dennitts,
Group HR Director

Our 2017/2018 data shows the following:

Mean Gender Pay Gap	58%
Median Gender Pay Gap	66%
Mean Bonus Pay Gap	0%
Median Bonus Pay Gap	0%
Proportion of Males receiving bonus	0%
Proportion of females receiving bonus	5%

Proportion of males & females in each quartile pay band:

	Male	Female
Lower Quartile	1%	99%
Lower Middle Quartile	0%	100%
Upper Middle Quartile	0%	100%
Upper Quartile	5%	95%