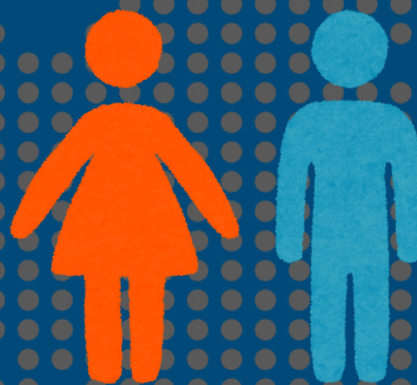


Seafish Gender Pay Gap Report 2023



In 2017, the government introduced legislation that made it a statutory requirement for organisations with 250 or more employees to report annually on their gender pay gap. Seafish provides this data as best practice as we are <250 employees.

This report covers the 2022-23 reporting cycle, using a snapshot date of 31 March 2023.

We provide this report based on the following outlined by the Government Equalities Office:

Mean gender pay gap

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Median gender pay gap

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

Mean bonus gap

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees

Median bonus gap

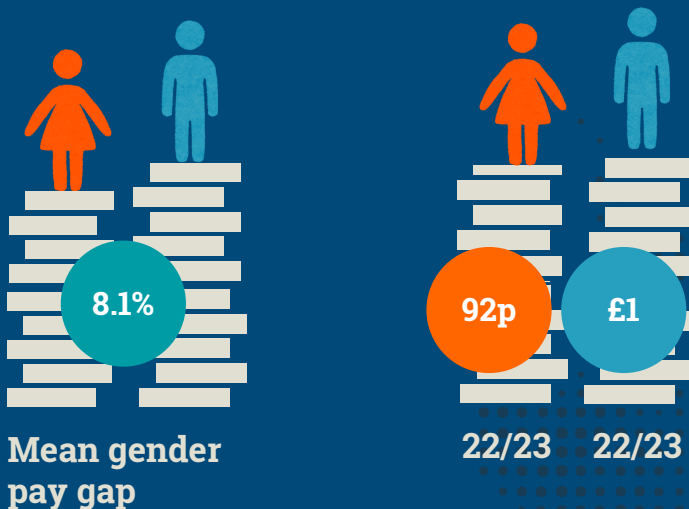
The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees

Quartile pay bands

The proportions of male and female full pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

Our 2023 gender pay gap

In our organisation, women earn 92p for every £1 that men earn when comparing mean hourly pay.



Behind the figures

This paper gives detail of our GPG for 2022/23 and is taken on 31 March 2023. A comparison to previous years is provided below.

The workforce as at 31 March 2023 comprises 83 employees, 44 (53%) were female and 39 (47%) were male.

The GPG results are positive. The gender split in Seafish remains reasonably balanced, as does the percentage of male and females receiving bonus. We are encouraged that the GPG has decreased from last year and we are pleased that our GPG mean average is still below the UK national average

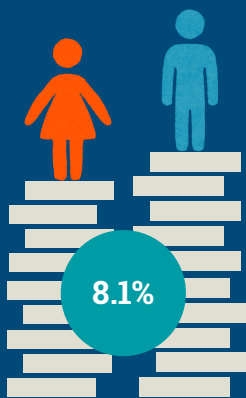
Our pay quartiles

Each pay quartile represents a quarter, or 25% of our total workforce ranked by pay.

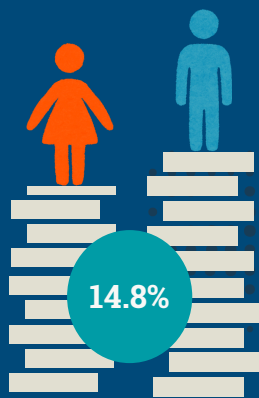
	Number		%	
	Female	Male	Female	Male
Upper quartile	15	6	71%	29%
Upper-middle quartile	11	10	52%	48%
Lower-middle quartile	7	14	33%	67%
Lower quartile	11	9	55%	45%

Our 2023 data at a glance

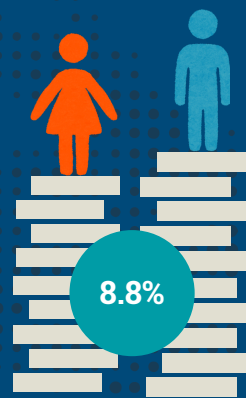
The gender pay gap (GPG) is calculated as the difference between average hourly earnings of men and women as a proportion of average hourly earnings of men's earnings. For example, a 8.1% GPG denotes that women earn 8.1% less per hour, on average, than men. Conversely, a -8.1% gender pay gap denotes that women earn 8.1% more on average than men.



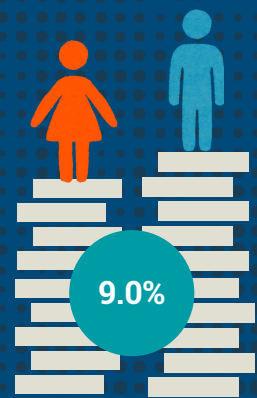
Mean gender pay gap



Median gender pay gap



Mean bonus gap



Median bonus gap

When comparing average hourly wages (mean), women receive 92p for every £1 that men receive

