

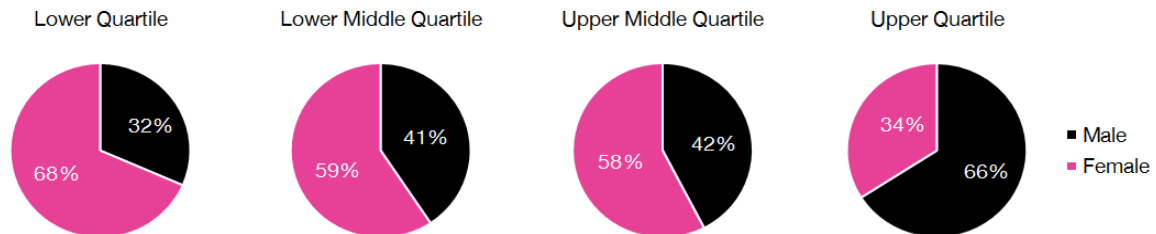
## Abingdon Foundation 2017 Gender Pay Gap Report

### Gender pay, bonus gap and gender distribution:

Under new legislation that came into force in April 2017, Abingdon, as an employer with more than 250 employees, is required to publish certain gender pay gap information. A gender pay gap is a measure of the difference between men's and women's average hourly earnings across an organisation. It is expressed as a percentage of men's earnings and is the difference between the hourly rate of male staff and that of female staff.

Based on gross hourly rates in April 2017 (the stipulated month to report), Abingdon's mean gender pay gap is 23% and median gender pay gap is 33%. In the year to April 2017, Abingdon paid two non-SLT employees (a man and a woman) a bonus of the same amount resulting in a 0% gender bonus pay gap.

The pie graphs below show the gender distribution within the Abingdon Foundation when colleagues are placed into four equally sized quartiles based on hourly rates of pay.



### Commentary:


At a mean of 23%, our gender pay gap is above the average reported by the Office for National Statistics (ONS) for all businesses of 18% for full and part time employees although it is lower than the average of 27% for the education sector (ONS). Our analysis shows that we can be confident that our gender pay gap is not due to men being paid more for work of equal value to women – we are clear that we have equal pay for equal work. Instead, our gender pay gap is due to the structure of our workforce as we have relatively more men employed in senior roles and relatively more women employed at lower grades.

Our focus and commitment is to be gender neutral in all hiring, promotion and pay decisions. Indeed, Abingdon's previous Head was female – a first nationally for an independent all boys boarding school. The key is to ensure, as we do, that we appoint and promote the best person for any job, irrespective of gender, and that we reward them appropriately.

This is our focus because the success of the Abingdon Foundation rests upon the quality of our staff - we need to recruit, develop and retain highly qualified colleagues with diverse talents and strong commitment. We have a culture which is open, collaborative and respectful and we are proud of the fact that staff surveys show notably high levels of job satisfaction.

### Declaration:

I confirm that our data has been calculated according to the requirements of the **Equality Act 2010** (Gender Pay Gap Information) Regulations 2017.

  
**Michael Windsor**  
 Headmaster