

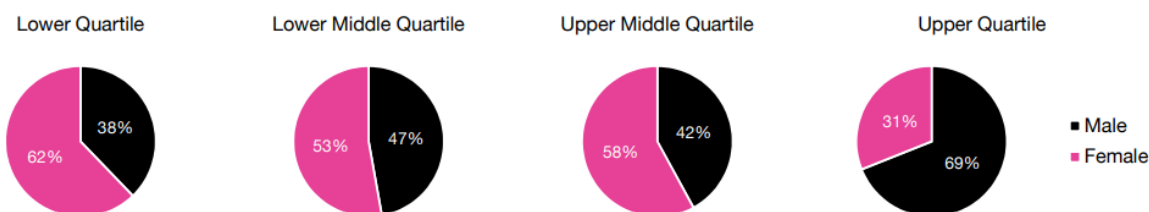
Abingdon Foundation 2019 Gender Pay Gap Report

Gender pay, bonus gap and gender distribution:

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 2019, Abingdon's mean gender pay gap is 20% and median gender pay gap is 33%. In the year to April 2019, Abingdon paid three employees (three men) a bonus resulting in a gender bonus pay gap of 100%.

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 20%, our gender pay gap is higher than in 2018 but lower than in 2017 (see previous reports for details). This increase was not unexpected as it reflects the fact that in August 2018 a significant proportion of the teaching staff leavers were senior and experienced female colleagues, largely due to retirement.

We remain 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. We continue to be rigorous in ensuring that our hiring, promotion and pay decisions are gender neutral.

Currently, our workforce has relatively more men in senior roles but, as we have indicated in previous reports, our gender pay gap will fluctuate from one year to the next as it reflects the gender mix of the staff leaving and joining the Foundation. We note, in particular, the number and gender of senior and experienced teachers leaving the Foundation, frequently due to retirement, can have a disproportionate effect on the pay gender calculations in any one year.

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
Michael Windsor
 Headmaster