

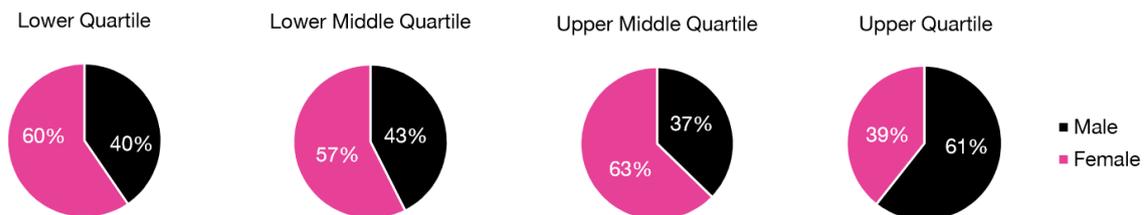
Abingdon Foundation 2018 Gender Pay Gap Report

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 2018, Abingdon's mean gender pay gap is 17% and median gender pay gap is 24%. In the year to April 2018, Abingdon paid two non-SLT employees (two 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:

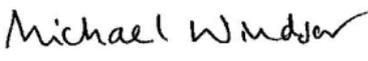
At a mean of 17%, our gender pay gap is lower than in 2017 (see previous report for details) and more in line with the average reported by the Office for National Statistics (ONS) for all businesses of 18% for full and part time employees. Although a welcome reduction we expect our gender pay gap to be volatile from one year to the next as the gender mix of departing senior teachers in particular varies and can have a disproportionate effect on calculations of averages.

Our on-going 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 continued focus and commitment is to be gender neutral in all hiring, promotion and pay decisions. 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 all of our staff - we need to recruit, develop and retain highly qualified colleagues with diverse talents and strong commitment.

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