



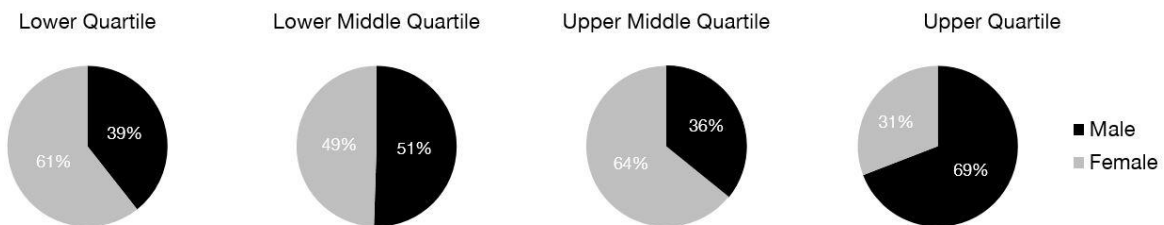
## Abingdon Foundation 2020 Gender Pay Gap Report

### 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 2020, Abingdon's mean gender pay gap is 17.7% and median gender pay gap is 21.3%. In the year to April 2020, Abingdon paid 12 employees (three men and nine women) a bonus resulting in a mean gender bonus pay gap of 76.9% and a median gender bonus pay gap of 85.7%.

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 17.7%, our gender pay gap is lower than in 2019. Although this is positive news, the specific reasons for the decrease are difficult to identify and are most likely reflective of some relatively small movements in the lower two quartiles rather than a longer term downward trend.

As we have indicated in previous reports, 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.

### 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