



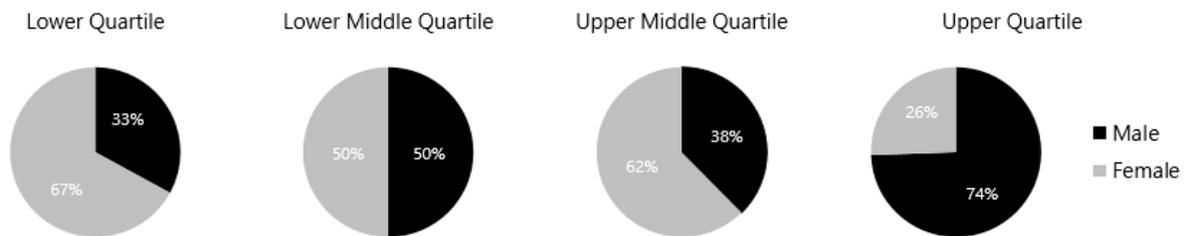
## Abingdon Foundation 2021 Gender Pay Gap Report

### 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 2021, Abingdon's mean gender pay gap is 22.8% and median gender pay gap is 32.0%. In the year to April 2021, the Foundation paid one non-SLT employee (a man) 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:

Whilst the pay gap data is in the range of recent years' results, at a mean of 22.8%, our 2021 gender pay gap is higher than in 2020. This increase reflects several dynamics, including the fact that in September 2020 the majority of teaching staff joining the Foundation were male. This is a feature that can vary quite materially from year to year.

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**  
Headmaster