



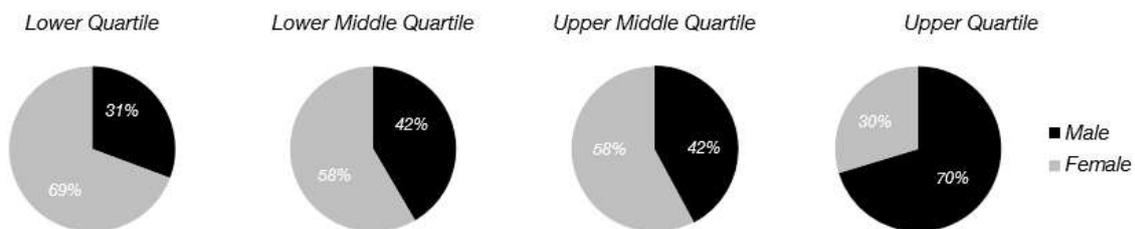
Abingdon Foundation 2022 Gender Pay Gap Report

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 2022, Abingdon's mean gender pay gap is 23.7% and median gender pay gap is 37.4%. In the year to April 2022, the Foundation paid three non-SLT employees (all 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:

Whilst the pay gap data is in the range of recent years' results, at a mean of 23.7%, our 2022 gender pay gap is higher than in 2021. This level and its increase reflects several dynamics, including changes to and the absolute levels of our teaching mix by gender and seniority. 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 strive to ensure 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