



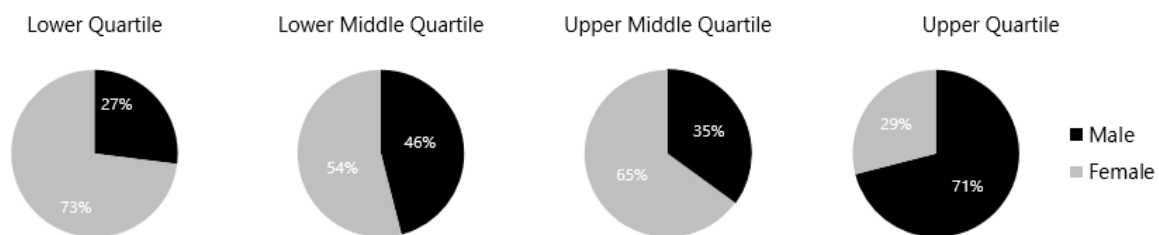
## Abingdon Foundation 2023 Gender Pay Gap Report

### 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 2023, Abingdon's mean gender pay gap is 23.6% and median gender pay gap is 36.9%. In the year to April 2023, the Foundation paid five employees (three men and two women) a bonus resulting in a gender bonus pay gap of 61.1%.

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:

Our April 2023 gender pay gap remains largely unchanged from that reported in prior years.

In September 2022, Abingdon introduced increased choice and flexibility to our academic staff in respect of their pay and pension options. Whilst this increase in choice was cost neutral overall, our academic staff now benefit from the option of choosing to take a higher salary and lower pension contribution. The majority of staff choosing to opt for a higher salary have been male. But for this change, Abingdon's gender pay gap in 2023 would have reduced.

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**  
Head