

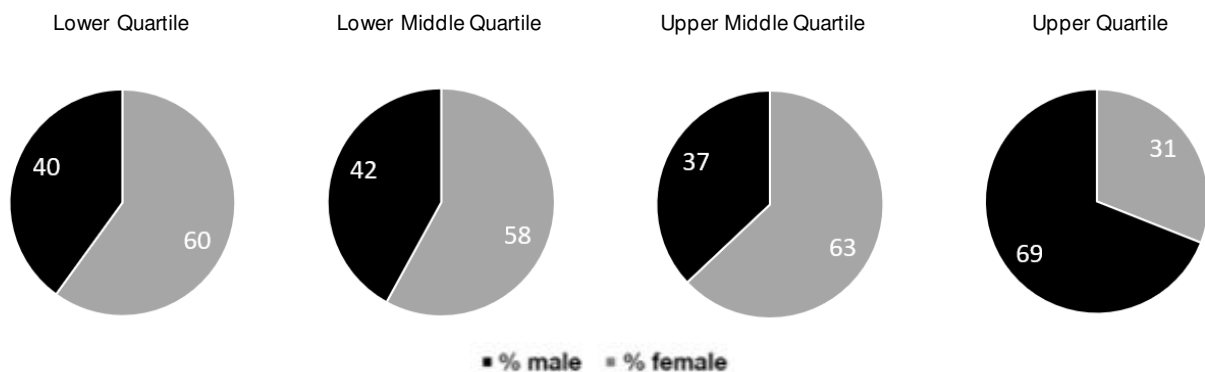
## Abingdon Foundation 2025 Gender Pay Gap Report

### 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 2025, Abingdon's mean gender pay gap is 16.6% and median gender pay gap is 29.5%. In the year to April 2025, the Foundation paid six employees (five females) a bonus resulting in a gender bonus pay gap of -160% (mean) and 0% (median).

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.



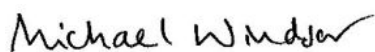
### Commentary:

Our April 2025 mean gender pay gap has decreased from that reported in the previous eight years. Our April 2025 median gender pay gap has slightly increased from that reported last year, but is lower from that reported from April 2021-23. The proportion of female staff in the lower, upper middle and upper quartiles of earnings has decreased from last year, with the proportion of female staff in the lower middle quartile increasing.

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