

# The Princethorpe Foundation

## Gender pay gap report

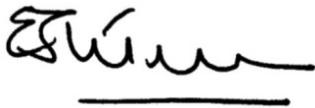
### 2019/20

#### Supporting statement

The Foundation is an equal opportunities employer; we believe all staff receive equal pay for equal work regardless of gender, ethnicity, disability or other unique characteristic. Our recruitment process is transparent and fair and always aims to recruit the best person for each role, regardless of gender.

We are committed to ensuring that women and men have equal opportunity to progress into senior roles. This is part of the Foundation's ethos which we pass on to pupils at our schools. Trustees and senior management are committed to analysing the gender pay gap to support decisions relating to pay, and positively address areas of disparity. In order to support this, we are using a digital system that allows us to examine trends and insights from each of the three schools and nursery.

I confirm that the information published in this report is, to the best of my ability, accurate:



**Mr E J K Tolcher**  
Foundation Bursar

## Gender pay gap

This is the difference in adjusted hourly rates between men and women; adjusted hourly rates include elements of ordinary pay plus any bonus payments received in the same month's payroll. These adjusted hourly rates are shown as the middle (median) and the average (mean) values:

Type of pay gap	The Princethorpe Foundation
Median gender pay gap	24.8%
Mean gender pay gap	15.5%

Using the median figure means that for every £1 that the middle man earns, the middle woman earns £0.75. This is a reduction of 5.8% from our 2018/19 report.

## Pay quartiles

This is the proportion of men and women in each of the four pay quartiles. Pay quartiles separate all salaries into four equal bands from the lowest paid (lower) to the highest paid (upper):

### Overall representation



### Upper



### Upper Middle



### Lower Middle



### Lower



Men
  Women
  Men over-represented
  Women over-represented