

GENDER PAY GAP REPORT – APRIL 2021

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. We are committed to ensuring that we maintain a fair and transparent recruitment and pay system and will continue to consider, measure and monitor our workforce data.

Employee funnel

Our pay gap results are based on 271 personnel who were employed on the snapshot date of 5 April 2021. Of these, 194 (71.6%) were women and 77 (28.4%) were men.

Gender pay gap

This table shows the mean and median percentage differences between the hourly rates paid to each gender.

Although the shape of the foundation has barely changed, our median pay gap has decreased by 24.4% this year. This is due to our small, imbalanced sample size. A small change in a small sample can have a big overall effect.

Pay Gap	2021	2020
Mean	15.6% ↓ 4.3%	19.9%
Median	10.3% ↓ 24.4%	34.7%

Bonuses paid

This table shows the percentage of men and women that received a bonus in the twelve months preceding the 5th April 2021.

Bonuses paid to	2021
Men	11.7%
Women	14.9%

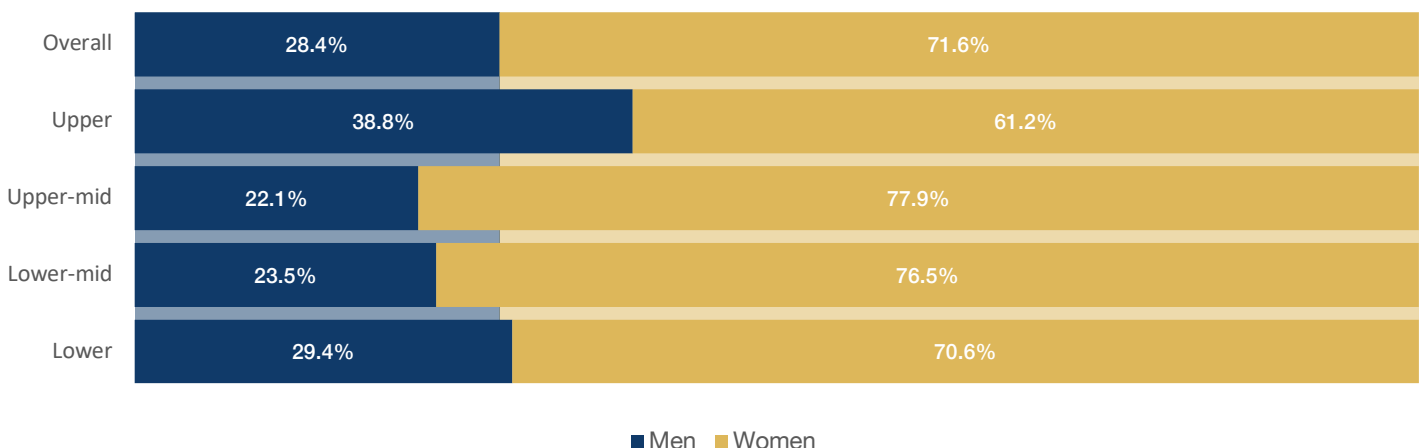
Bonus pay gap

This table shows the mean and median percentage differences between the hourly rates paid to each gender.

Bonus Gap	2021
Mean	90.5%
Median	9.8%

Distribution of employees across the pay range

Our male/female balance has changed by just under 2% due to seven women being on maternity leave. However, the overall shape of our Foundation has not changed dramatically in the past few years. As you can see in the chart below, the lower quarter is balanced and the two quarters around the centre even out to present parity. Our only real and persistent representational gap is in the top 25% of earners – these employees represent senior leadership, both academic and support, as well as senior educators.

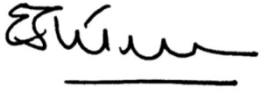


Supporting statement

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.

The Foundation is committed to maintaining a fair and transparent recruitment and pay system. We continue to consider, measure and monitor our workforce data.

I confirm that the information published here is, to the best of my ability, accurate:

A handwritten signature in black ink, appearing to read 'E J K Tolcher', with a horizontal line underneath it.

Mr E J K Tolcher
Foundation Bursar