

GENDER PAY GAP REPORT – APRIL 2022

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 breakdown

Our results are based on 289 personnel who were employed on the snapshot date of 5 April 2022. Three women were excluded from the Pay Gap analysis due to Maternity Leave. This left, 208 (72.7%) women and 78 (27.3%) men.

Gender pay gap

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

The shape of the Foundation has barely changed since 2019, but our median pay gap has varied by over 21 points. This is due to our small, gender-imbalanced size.

Pay Gap	2022	2021
Mean	18.2% ↑2.6%	15.6%
Median	19.6% ↑9.3%	10.3%

Bonuses paid

This table shows the percentage of men and women that received a bonus in the twelve months preceding the 5 April 2022.

Bonuses paid to	2022
Men	24.4%
Women	18.0%

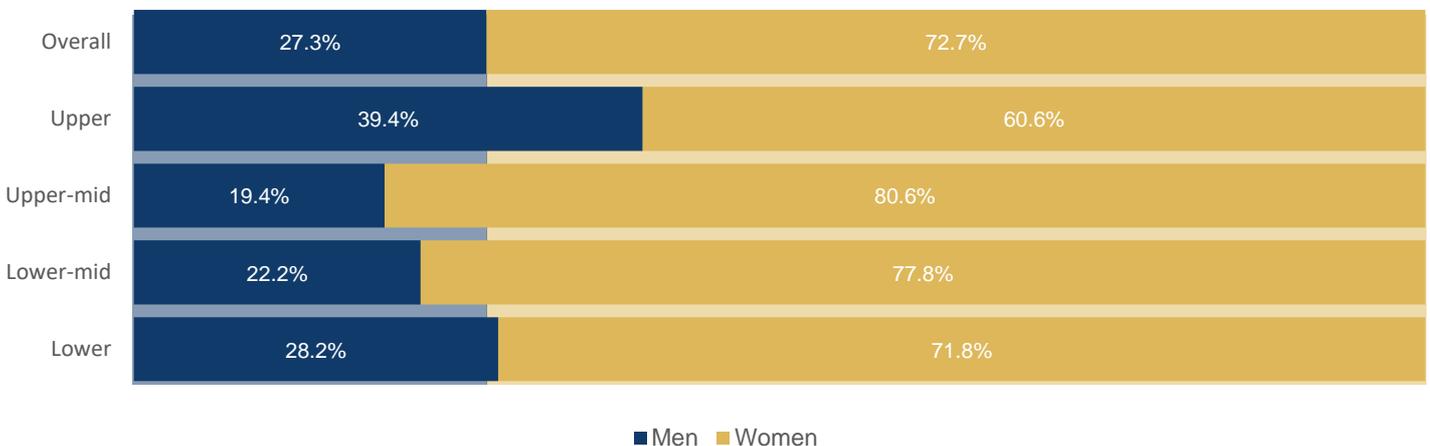
Bonus pay gap

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

Bonus Gap	2022
Mean	79.1%
Median	10.8%

Distribution of employees across the pay range

As outlined above, the gender distribution in our Foundation has not changed dramatically since 2019. As you can see in the chart below, the overall gender balance is 27.3% and the lower quarter is balanced. The two quarters around the centre have a higher proportion of women but our only real and persistent representational gap is in the upper earner quartile – these employees represent senior leadership, both academic and support, as well as senior educators.



Supporting statement

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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', written over a horizontal line.

Mr E J K Tolcher
Foundation Bursar