



GENDER PAY GAP REPORT- APRIL 2017

From April 2017, all businesses with more than 250 employees are required to produce a report on the Gender Pay gap based on average earnings of male and female employees.

The following is based on information as at April 2017:

Mean Gender Pay Gap	19.8%
Median Gender Pay Gap	31.7%

Pay Quartiles:

Quartile	Proportion of Males	Proportion of Females
Lower	28%	72%
Lower Middle	24%	76%
Upper Middle	36%	64%
Upper	51%	49%

Bonus Pay:

Women's bonus pay is	32% lower (mean)	6% more (median)
Who receive bonus pay	1% of women	2% of men

The gender pay gap is the result of the nature of the Foundation's workforce and the higher proportion of female staff in support functions which are generally lower paid.

The Aldenham Foundation is committed to equal opportunities and diversity in the workplace. We remain confident that all staff, regardless of gender, are paid according to their skills and qualifications.

Salaries are benchmarked on a regular basis. Teaching and Support staff are all paid on the same salary scales for their roles, irrespective of gender. The Foundation will continue to monitor salaries paid to ensure they remain fair and appropriate.

Discretionary performance bonuses are awarded to members of the Foundation Leadership Group on achievement of targets. These are based on a percentage of individual salaries.

I confirm that the data in this report is true and accurate.

JT Barton
Chair of Trustees
27 March 2018