



Aldenham

founded 1597

GENDER PAY GAP REPORT- APRIL 2018

From April 2018, 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 2018:

Mean Gender Pay Gap	21%
Median Gender Pay Gap	25.9%

Pay Quartiles:

Quartile	Proportion of Males	Proportion of Females
Lower	22%	78%
Lower Middle	21%	79%
Upper Middle	25%	75%
Upper	54%	46%

Bonus Pay:

Women's bonus pay is	19% lower (mean)	22% lower (median)
Who receive bonus pay	1.6% of women	4.9% of men

A significant determining factor in our pay gap is that, while the Foundation pays at least the living wage to all employees, our domestic roles (for example cleaning staff) are almost exclusively applied for by local and female potential employees. Similarly, our administrative, teaching support and nursing staff attract far more female than male applicants.

It is important to emphasise that the pay gap is not the same as equal pay, which is the requirement that men and women doing the same job should be paid the same, and has been a legal requirement for 47 years. 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
25 February 2019