



GENDER PAY GAP REPORT – 2019/20

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 2019:

Mean Gender Pay Gap	17.3%
Median Gender Pay Gap	18.9%

Pay Quartiles:

Quartile	Proportion of Males	Proportion of Females
Lower	25%	75%
Lower Middle	26%	74%
Upper Middle	32%	68%
Upper	54%	46%

Bonus Pay:

Women's bonus pay is:	20% lower (mean)	Equal (median)
Who receives bonus pay:	1.7% women	5.3% 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 since 1970. 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. There has been an improvement in the mean and median from the previous year, and this is primarily due to the regular annual turnover of teachers, with the new members of staff joining at a lower point on the pay scale due to their experience.

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
28 February 2020