



## GENDER PAY GAP REPORT – 2025/26

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 2025:

Mean Gender Pay Gap	14.6%
Median Gender Pay Gap	27.3%

### Pay Quartiles:

Quartile	Proportion of Males	Proportion of Females
Lower	16%	84%
Lower Middle	28%	72%
Upper Middle	33%	67%
Upper	48%	52%

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 and part-time jobs attract far more female than male applicants. Currently 69% of the workforce is female.

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.

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.

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

S Altman  
Chair of Trustees  
20 March 2026