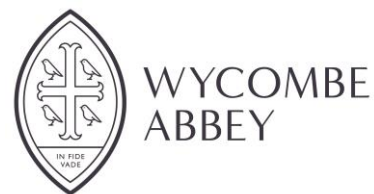


Gender Pay Gap Report



Hourly Rate of Pay

	Female	Male	F To M
Median	£16.00	£15.59	2.7%
Mean	£21.22	£19.57	8.4%

Quartile Figures

Lower Quartile		
	Female	71.4%
	Male	28.6%
Lower Middle Quartile		
	Female	71.3%
	Male	28.7%
Upper Middle Quartile		
	Female	73.4%
	Male	26.6%
Upper Quartile		
	Female	76.6%
	Male	23.4%

Wycombe Abbey employs significantly more women than men. The overall split amongst the workforce was 74% women and 26% men on 5 April 2017.

The gender pay gap is relatively small, in favour of women, who are better represented at a senior level than in the lower quartile.

The median salary for women is 2.7% higher than for men, and the mean salary 8.4% higher.

The School aims to 'be at the forefront of girls' boarding education' and the presence of successful women in senior positions presents a good role model to the pupils, in keeping with this aim. It is not felt necessary to put steps in place to close the small gender gap divide.

Anne Bolton (Bursar)
March 2018