

Gender Pay Gap Report April 2025



Hourly Rates of Pay

	Female	Male	F to M
Median	£20.45	£25.80	21%
Mean	£25.35	£28.17	10%

Quartile Figures

Lower Quartile		
	Female	79%
	Male	21%
Lower Middle Quartile		
	Female	73%
	Male	27%
Upper Middle Quartile		
	Female	65%
	Male	35%
Upper Quartile		
	Female	73%
	Male	27%

The Gender Pay Gap reporting legislation was introduced in April 2017. The legislation requires employers with more than 250 employees to identify and publish their annual gender pay gap, to encourage all employers to take action to reduce or eliminate any gap.

Wycombe Abbey has over 450 employees and employed significantly more women than men overall, as of April 2025. Within this period, there was a higher proportion of female employees within all the four quartiles that we are required to report on. The data shows that 73% of those in our highest-paid and senior leadership roles were women; on average, we have 69% of women within our middle two quartiles, and 79% of our lowest-paid employees are also women.

The mean pay is 10% higher for men than for women on the snapshot date of April 2025. This is a decrease from the previous year's snapshot data and is due to slightly more women having been recruited into the upper middle and the upper quartile than in the previous year. The lower quartile has historically always been a predominantly female workforce due to the nature of the roles that fall within this quartile, and the higher proportion of women in this band reduces the mean wage. The mean figure, however, does not clearly reflect the number of women we employ in all the departments throughout the School. It is also important to note that for any particular job role, all employees are paid the same regardless of gender.

Wycombe Abbey 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, we continue to be committed to ensuring that Wycombe Abbey leads the way in standards to promote and safeguard equality in the workplace.