

Gender Pay Gap Report



Hourly Rate of Pay

	Female	Male	F to M
Median	£17.31	£18.60	6.9 %
Mean	£18.23	£18.65	2.2 %

Quartile Figures

Lower Quartile		
	Female	76.0 %
	Male	24.0 %
Lower Middle Quartile		
	Female	74.7 %
	Male	25.3 %
Upper Middle Quartile		
	Female	67.7 %
	Male	32.3 %
Upper Quartile		
	Female	78.1 %
	Male	21.9 %

Wycombe Abbey employs significantly more women than men. The overall split amongst the workforce was 74% women and 26% men on 5 April 2018.

The gender pay gap is relatively small, the median salary for men is 6.9% higher than for women and the mean salary 2.2% 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.

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