

Gender Pay Gap Report



WYCOMBE
ABBEY

Hourly Rate of Pay

| Female | Male | F to M |
|--------|--------|--------|
| £17.83 | £18.37 | 2.9 % |
| £22.20 | £23.67 | 6.2 % |

Quartile Figures

| Lower Quartile | | |
|-----------------------|--------|---------|
| | Female | 78.70 % |
| | Male | 21.30 % |
| Lower Middle Quartile | | |
| | Female | 70.5 % |
| | Male | 29.5% |
| Upper Middle Quartile | | |
| | Female | 75.8 % |
| | Male | 24.2 % |
| Upper Quartile | | |
| | Female | 69.5 % |
| | Male | 30.5 % |

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 gender pay gap.

Wycombe Abbey employs over 400 employees and overall employed significantly more women than men as of 5 April 2020. Within our female employee population at April 2020 there were a higher proportion employed within all the four quartiles that we are required to report on. The data shows that 69.5% of those in our highest paid and senior leadership roles are women, on average we have 73.15% of women within our middle two quartiles and 77.9% of our lowest paid employees are also women.

The gender pay gap is relatively small; the median salary for men is 2.9% higher than for women.

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.

Rosalind Doctor
Director of Finance
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