

Gender Pay Gap Report



Hourly Rates of Pay

	Female	Male	F to M
Median	£18.39	£23.88	22.98%
Mean	£22.92	£25.87	11.39%

Quartile Figures

Lower Quartile		
	Female	77.55%
	Male	22.45%
Lower Middle Quartile		
	Female	77.55%
	Male	22.45%
Upper Middle Quartile		
	Female	74.49%
	Male	25.51%
Upper Quartile		
	Female	64.29%
	Male	35.71%

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 400 employees and overall employed significantly more women than men as of April 2022. Within our female employee population as of April 2022 there were a higher proportion employed within all the four quartiles that we are required to report on. The data shows that 64.29% of those in our highest paid and senior leadership roles are women, on average we have 76.02% of women within our middle two quartiles and 77.55% of our lowest paid employees are also women.

The mean pay is 11.39% higher for men than for women but this does not clearly reflect the number of women we employ in all departments throughout the School. Slightly more men have been recruited into the upper middle quartile in the past few years and, with a small population size, this has had a measurable impact on the mean values.

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.