

GENDER PAY GAP REPORT – APRIL 2025

The Foundation is an equal opportunities employer; we believe all staff receive equal pay for equal work regardless of gender, ethnicity, disability or other unique characteristic. We are committed to ensuring that we maintain a fair and transparent recruitment and pay system and will continue to consider, measure and monitor our workforce data.

Employee funnel

Our results are based on 299 personnel who were employed on the snapshot date of 5 April 2025. Of which 219 (73.2%) women and 80 (26.8%) men.

Gender pay gap

This table shows the mean and median percentage differences between the hourly rates paid to each gender.

The median has reduced by 6.2 points which is due to an increase in female senior leaders being recruited in the last 18 months.

Pay Gap	2025
Mean	16.4%
Median	21.5%

Bonuses paid

This table shows the percentage of men and women that received a bonus in the twelve months preceding the 5 April 2025.

The bonus payments have decreased this year due to an unusual whole Foundation bonus paid in 2024.

Bonuses paid to	2025
Men	17.5%
Women	12.3%

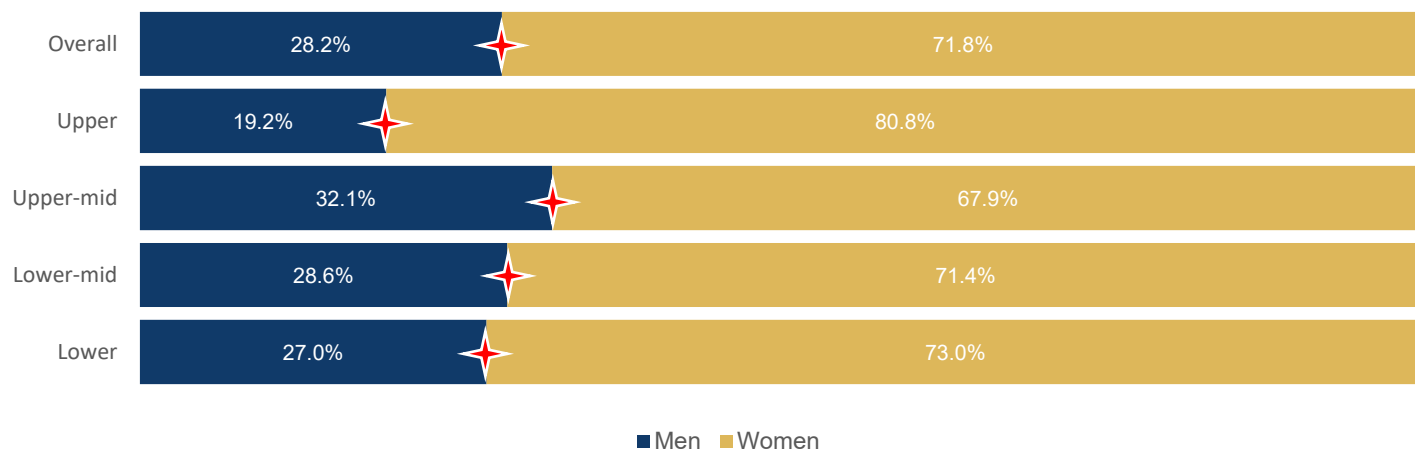
Bonus pay gap

This table shows the mean and median percentage differences between the hourly rates paid to each gender.

The negative swing in points is due to an unusual bonus paid to the whole Foundation in 2024.

Bonus Gap	2025
Mean	-27.8%
Median	-6.7%

Distribution of employees across the pay range



As a Foundation providing educational services, we are female heavy with our teaching and classroom support staff which is typical of the sector. However, our support functions within the Foundation, such as Information Technology and Facilities, Grounds and Estates are male dominant. There is a good split of males and females in senior leadership positions across the Foundation.

Supporting statement

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I confirm that the information published here is, to the best of my ability, accurate:

Rebecca Iley
Foundation Director of Business Services