

## GENDER PAY GAP REPORT – APRIL 2023

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 2023. Three women were excluded from the Pay Gap due to reduced-pay leave. This left 212 (71.6%) women and 84 (28.4%) men.

### Gender pay gap

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

The shape of the Foundation has barely changed since 2019, but our median pay gap has varied by over 21 points. This is due to our small, gender-imbalanced size.

Pay Gap	2023
Mean	19.8%
Median	24.7%

### Bonuses paid

This table shows the percentage of men and women that received a bonus in the twelve months preceding the 5 April 2023.

Bonuses paid to	2023
Men	14.3%
Women	10.7%

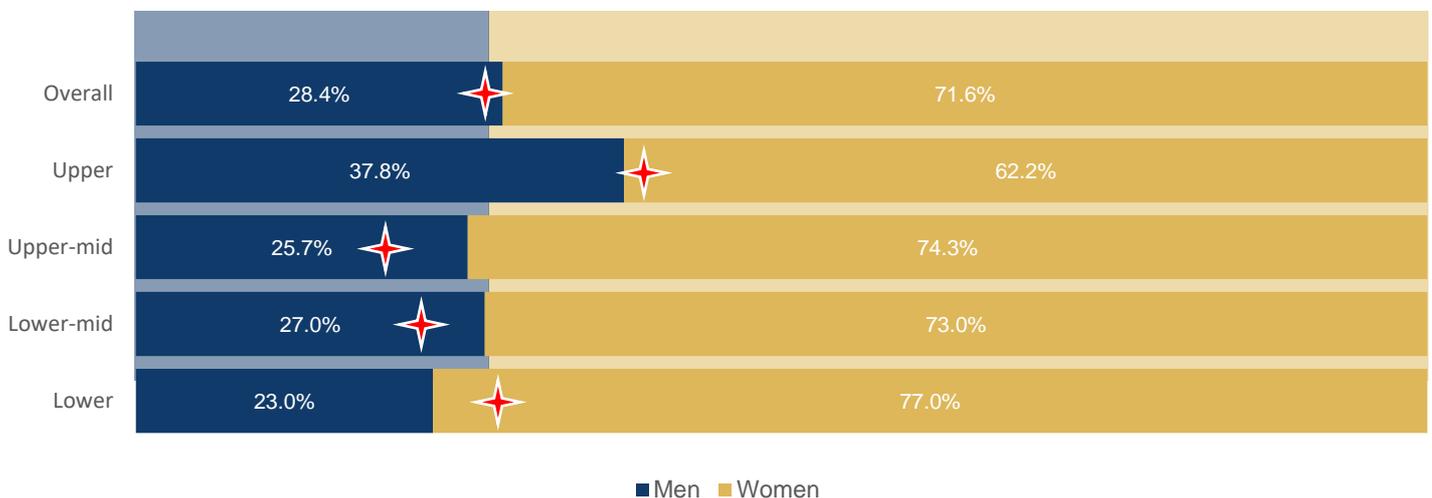
### Bonus pay gap

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

Bonus Gap	2023
Mean	82.3%
Median	33.2%

### Distribution of employees across the pay range

As discussed above, the gender distribution in our Foundation has moved since last year due to the turnover of staff. These changes have resulted in an increased under-representation of women at the top as well as a few more junior staff in the lower pay quarter. These percentage changes are caused by an extra two women being below the median pay point.



### Supporting statement

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The Foundation is committed to maintaining a fair and transparent recruitment and pay system. We continue to consider, measure and monitor our workforce data.

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

A handwritten signature in black ink, appearing to read 'E J K Tolcher', written over a horizontal line.

Mr E J K Tolcher  
Foundation Bursar