

Gender Pay Gap Report April 2023



WYCOMBE
ABBEY

Hourly Rates of Pay

	Female	Male	F to M
Median	£19.01	£24.83	23.46%
Mean	£23.93	£26.41	9.4%

Quartile Figures

Lower Quartile		
	Female	78.00%
	Male	22.00%
Lower Middle Quartile		
	Female	68.32%
	Male	31.68%
Upper Middle Quartile		
	Female	73.27%
	Male	26.73%
Upper Quartile		
	Female	61.00%
	Male	39.00%

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 at April 2023. Within our female employee population as at April 2023, there was a higher proportion employed within all the four quartiles that we are required to report on. The data shows that 61% of those in our highest paid and senior leadership roles are women; on average we have 70.8% of women within our middle two quartiles and 78% of our lowest paid employees are also women.

The mean pay is 9.4% higher for men than for women on the snapshot date of April 2023. This is a reduction from the previous year's snapshot data and is due to slightly more men having been recruited into the lower quartile than in the previous year. The lower quartile has historically always been a predominantly female workforce. With a small population size, the increased employment of a few men has had a measurable impact on the mean values. The mean figure, however, does not clearly reflect the number of women we employ in all the departments throughout the School. It is also important to note that for any particular job role, all employees are paid the same regardless of gender.

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.