

## GENDER PAY GAP - RESULTS 2018

### Gender Pay Reporting

From April 2017, all UK organisations employing over 250 staff have begun to make annual reports on their gender pay gap. The gender pay gap is defined as the difference in the average earnings of men and women, regardless of their role or seniority. This measurement is distinct from equal pay as it is not measuring parity of pay for similar roles but the average pay of all roles and is more about the representation of women in the Foundation especially in senior roles. A positive result favours men.

*Mean:* overall indication of the size of the pay gap calculated by adding up the hourly rate of staff and dividing by the number of staff, for each gender; the gap is calculated by subtracting the mean for women from the mean for men, and dividing by the mean for men, expressed as a percentage.

*Median:* identifies the ‘typical situation’. Helps show whether the data is skewed in some way. After identifying the middle of the whole range of rates of pay for men and for women, subtract the median for women from the median for men, and divide by the median for men, expressed as a percentage.

### 2018

The second annual measurement of the gender pay gap within the Foundation took place in April 2018.

*Table 1: Mean and median gender pay gaps at 6 April 2018*

Mean Gender Pay Gap	<b>14.1 %</b>	Median Gender Pay Gap	<b>38.5%</b>
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*Table 2: Distribution by gender by percentage of men and women in each pay quartile*

Gender	Quartile 1 (%)		Quartile 2 (%)		Quartile 3 (%)		Quartile 4 (%)	
	2017	2018	2017	2018	2017	2018	2017	2018
Female	71	72	70	68	74	75	48	47
Male	29	28	30	32	26	25	52	53

No bonuses were paid to any staff.

### *Statutory Declaration*

We confirm that the data and information presented in this 2018 report are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The Foundation’s Accountants have provided an Independent Limited Assurance Report confirming that the Selected Information contained within the report has been prepared in accordance with the Reporting Criteria.

JA FARMER  
Chair  
Finance Committee

JC BLOOM  
Chair  
Employment Committee

April 2019