

GENDER PAY GAP REPORT – APRIL 2024

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 314 personnel who were employed on the snapshot date of 5 April 2024. Three women were excluded from the Pay Gap due to leave. This left 227 (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	2024
Mean	17.0%
Median	27.7%

Bonuses paid

This table shows the percentage of men and women that received a bonus in the twelve months preceding the 5th April 2024.

Bonuses paid to	2024
Men	86.9%
Women	87.8%

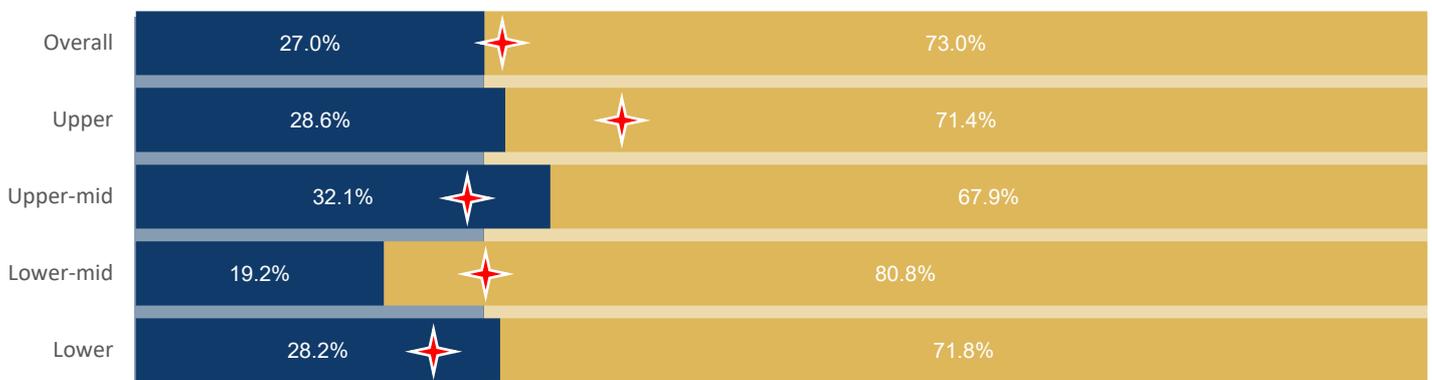
Bonus pay gap

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

Bonus Gap	2024
Mean	18.9%
Median	18.1%

Distribution of employees across the pay range

Your male population has remained static in terms of numbers, but you have an extra 15 women in 2024. These women have been distributed in two main quarters of the pay range and there will be distinct roles associated with these injections. The first is the upper quarter where the balance is only one away from ideal. The second is in the lower middle quarter which has had a knock-on effect of pushing some men into the lower quarter. These changes lower the mean due to additional higher paid women, but the median has increased the median due to more women just below the middle pay value.



■ Men ■ Women

Supporting statement

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

A handwritten signature in black ink, appearing to read 'Rebecca Iley', followed by a period.

Rebecca Iley

Foundation Director of Business Services