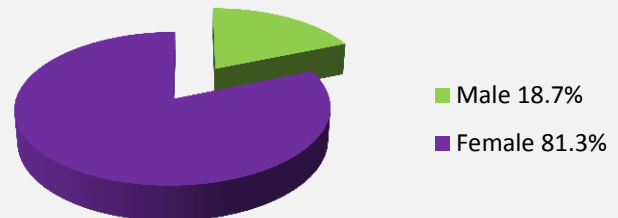


## Gender Pay Gap Report 2018-19

### Pay Gap

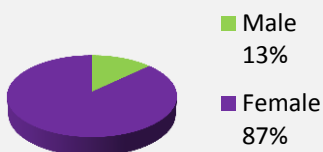
Mean	-5.92%
Median	0.89%

### Overall Gender Split

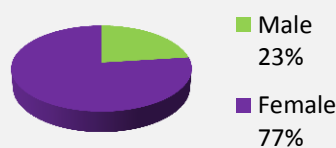


### Hourly Pay Quartiles

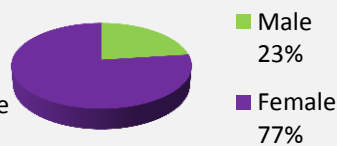
#### Lower



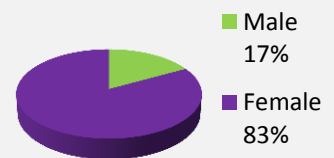
#### Lower Middle



#### Upper Middle



#### Upper



The Percy Hedley Foundation is committed to providing equal opportunities in employment and to rewarding all of our employees fairly irrespective of gender. Our pay grades benchmark a range of scales including local authority, teachers, NHS and private sector. Each of our roles has a set pay range, which staff can progress through based on criteria irrespective of gender.

Our mean pay shows a gap of **-5.92%** in favour of women as our executive team is made up of **100%** women. Comparison of median pay shows little gap between men and women. When broken down into pay quartiles, each quartile closely reflects the overall gender split across the Foundation.

Percy Hedley Foundation is committed to continuing to maintain our gender pay equality through:

- Continuing to monitor and benchmark pay
- Providing flexible working opportunities; including part-time or term-time only and a range of family leave options
- Supporting career progression through leadership development
- Continuing to monitor and improve our fair recruitment procedures to ensure there is no potential for discrimination in our processes.