

GENDER PAY GAP REPORT – APRIL 2023

Introduction

This report sets out the Gender Pay Gap for Warwick Schools Foundation, explains the key causes of the gap and sets out our strategies to address it. Warwick Schools Foundation is committed to fairness and equal treatment of all colleagues at work, and we therefore treat the gender pay gap very seriously. We recognise the value of this data, the insights it gives us into the female/male balance and the opportunity to challenge ourselves and build on our current good practice.

What is the gender pay gap?

Gender Pay is not the same as Equal pay. Gender pay is a broad measure capturing the difference in average earnings between men and women regardless of the nature of their work. Equal pay means that men and women doing work of equal value, in terms of responsibilities undertaken, must be paid the same. The following shows the Gender Pay Gap at Warwick Schools Foundation at the 'snapshot' date (5th April 2023). The gap is largely due to proportionately more women working in less senior and part time support roles. We are confident that we pay men and women the same for carrying out the same roles.

As an employer with over 250 employees, we have a statutory duty to submit the Gender Pay Report on our website and on the government's online reporting service.

Who does this cover?

Our results are based on 855 relevant employees who were employed on the snapshot date of 5 April 2023. Full-pay relevant employees are split: 258 men (30.2%) and 597 women (69.8%).

Gender pay gap

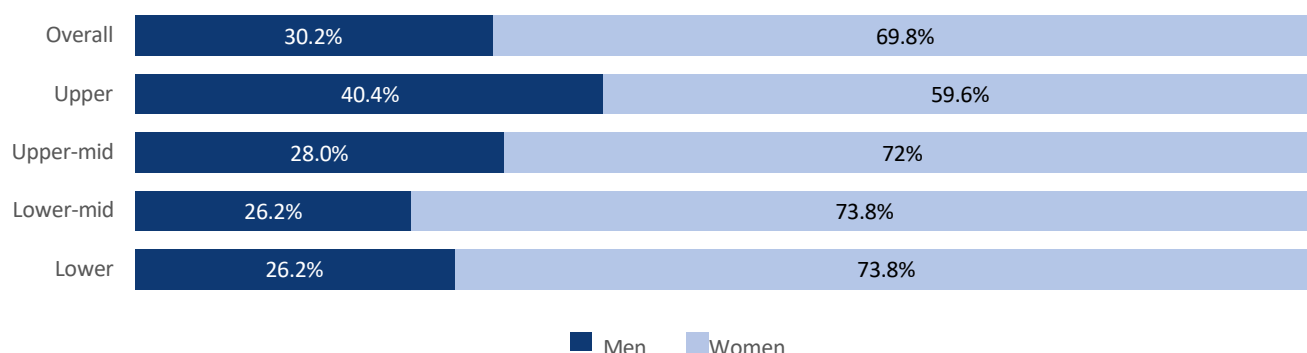
This table shows the mean and median percentage differences between the hourly rates paid to each gender.

Pay Gap	2023	2022
Mean	13.2% ↑ 1.54%	13.0 %
Median	32.7% ↑ 10.47%	29.6%

Bonus Pay Gap

The foundation does not pay bonuses.

Distribution of employees across the pay range



Analysis of the Gender Pay Gap

The gender pay gap has increased slightly from April 2022. The mean has increased fractionally by 0.2% and the median has increased by 3.1% and remains too high.

Women comprise 69.8% our workforce, and so we would expect to see them representing 69.8% at each of the four pay ranges (quartiles) were their pay to be distributed identically to that of men. In fact, they represent a proportionately larger group in the lower two pay ranges (73.8% in the lower and 73.8% in the lower middle) and proportionately lower for the higher pay ranges (72% in the upper middle and 59.6% for the upper) The majority of the gender pay gap can be explained by two major components:

- Seniority of role – women are more likely to be working in less senior roles leading to an overrepresentation. This has by far the largest influence on the pay gap.
- Working pattern – women are more likely to be working part time and part time roles are more common in the lower pay quartiles.

Closing the gender pay gap

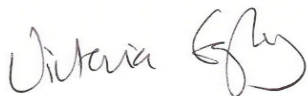
The current pay gap remains unacceptable, and we are committed to bringing about change.

We will continue to monitor this data set and use it as a key insight into where work and action can be taken to ensure we as an organisation continue to stay committed to recruiting and developing female and male staff across the full breadth of roles available from apprenticeships to senior executive positions. The following strategies are being explored to improve the Foundations Gender Pay Gap:

- **Pay transparency:** Salary ranges to be published for open positions and conduct pay audits to identify and rectify any gender-based pay discrepancies.
- **Equal opportunity hiring:** Working towards hiring practices that focus on skills and qualifications, not gender.
- **Flexible work arrangements:** Promotion of our flexible working options (for roles where this is operationally practical) to help women manage childcare and other responsibilities. This can help retain experienced female employees.
- **Parental leave policies:** Promotion of our parental leave entitlements, that are available to both mothers and fathers. This can help equalise childcare responsibilities and encourage men to be more involved.
- **Support for career advancement:** Explore mentorship, nurturing talent, and training opportunities for women to develop their skills and advance their careers.

Confirmation statement

I confirm that the information published here is accurate:



Signature:

Foundation Bursar

Date: 28th March 2024