

Gender pay gap report for 2019/20

Due to the impact of the Coronavirus, the government removed the requirement to publish this report by 4 April 2020. However, as an employer committed to monitoring and fully understanding the gender pay gap, the analysis of the data had largely been completed. Therefore, we have decided to submit the report.

As an employer with over 250 employees, Warwick Independent Schools Foundation (WISF) is normally required to submit its Gender Pay Report on our website and on the government's online reporting service by 4th April 2020. As noted above, we recognise that this deadline has been withdrawn this year.

The gender pay gap shows the differences in the average pay between men and women. The data snapshot in this report is based on data as at 5th April of the year of reporting. No bonuses were paid to any member of staff for the reporting period, and therefore this is not reported.

The data reported relates to 664 employees of which 454 were Female (68.4%) and 210 Male (31.6%). The tables below show our mean and median gender pay gaps along with the distribution of all employees across the pay range of the foundation – all calculations are derived from each employee's adjusted hourly rate of pay.

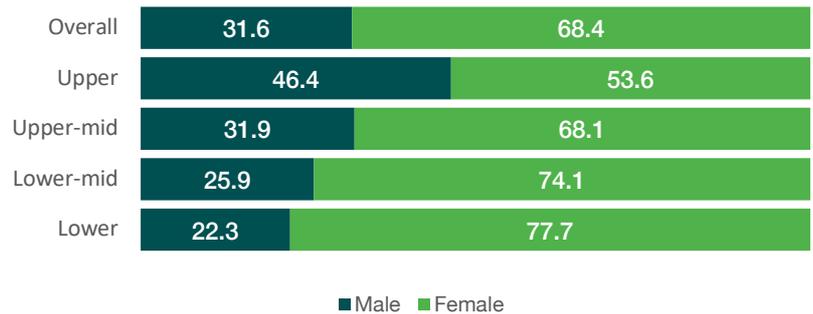
Gender pay gap

These are the differences between the middle man and woman (Median) and the average man and woman (Mean). Their pay is calculated to an adjusted hourly rate using the methodology prescribed by the legislation.

Type of pay gap	Result
Median	40.8%
Mean	20.9%

Distribution of employees across the pay range

The following chart shows the overall balance of men and women followed by four bars showing the proportion of those people in each of the four quarters of the pay range from the highest to the lowest paid.



Analysis

The foundation's pay gap has increased slightly since our last report; this is primarily due to the turnover of female staff in key areas. Likewise, our overall distribution has not changed significantly since we first reported and demonstrates the drop in overall female representation of 1% since 2017. This is consistent within our sector¹ at present. Like the majority of our peers, our pay gap is due both to the over-representation of women in lower paid roles (lunchtime support, cleaning, catering) and the under-representation in the top 25% of our pay range.

The foundation is committed to ensuring that all staff receive equal pay for equal work, regardless of gender. From September 2019 all teaching staff salaries have been reviewed and a new pay scale introduced to ensure open, fair and consistent remuneration across the organisation.

As one of the largest employers in our area, we are committed to recruiting and developing staff across the full breadth of roles available from apprenticeships to senior executive positions. Unlike many educational establishments of our size, we do not outsource ancillary support roles, and so they are both included, and significantly influence our reported metrics.

Declaration:

I confirm that the information published here is accurate:



Simon Jones (Foundation Secretary)

¹ Education sector overall gender balance: 29.7% men | 70.3% women – 2018 GPG data analysed by spktral.com