

GENDER PAY GAP REPORT – APRIL 2025

Introduction

This report sets out the Gender Pay Gap for Warwick Schools Foundation as at the statutory snapshot date in April 2025, explains key drivers of the gap, and outlines our actions. We remain committed to fairness and equal treatment, and we use this data to understand representation across our workforce and to challenge ourselves to improve.

What is the gender pay gap?

Gender Pay is a broad measure capturing the difference in average hourly earnings between men and women regardless of role. It is different from Equal Pay, which is paying men and women the same for equal work. We are confident that we pay men and women equally for the same roles.

2025 results and comparison with 2024

Measure	2025	2024
Mean gender pay gap (women vs men)	12.92%	12.4%
Median gender pay gap (women vs men)	25.02%	29.9%

Commentary: what's changed and why

1. **Median improvement (-4.88 %):** The narrowing at the median suggests more women are clustered **closer to the midrange male hourly rate** than in 2024. This could reflect changes such as role regrading, progression within bands, or shifts in the composition of mid paid roles.

2. **Mean slight widening (+0.52 %):** Despite the median improvement, the average gap widened slightly. This often happens if relatively higher paid roles (or overtime/allowance patterns that affect average hourly rate calculations) became marginally **more male weighted within bands**, or if new starters/leavers disproportionately affected the tails of the distribution. The quartile splits still show

female majority overall, but **within quartile role mix** can sustain a mean gap even where women are numerous.

3. **Representation remains ~70% women:** As in 2024, the workforce composition is female majority. That majority continues across quartiles, with one quartile especially female skewed, reinforcing that **representation alone doesn't eliminate the pay gap**; progression into (and pay positioning within) higher paid roles remains key.

Distribution of employees across the pay range (2025)

Women employees make up around two-thirds of the workforce in three quartiles and are particularly over-represented in one quartile. The proportions (Men% / Women%) across the four quartiles, as displayed in the analytics extract, are:

- Quartile 1 (Lower Quartile): 13.53% men / 86.47% women
- Quartile 2 (Lower Middle Quartile): 33.16% men / 66.84% women
- Quartile 3 (Middle Quartile): 35.22% men / 64.78% women
- Quartile 4 (Upper Quartile): 33.87% men / 66.13% women

Analysis of the Gender Pay Gap

Women comprise a significant majority of our workforce overall. The gender pay gap is influenced by representation across role seniority and working patterns. While women are strongly represented across all pay quartiles, the median gap indicates that a typical woman's hourly rate remains lower than a typical man's. This may reflect role mix (e.g., concentration of women in lower-paid roles relative to men within quartiles) and progression patterns.

Closing the Gender Pay Gap – Action Plan

We will continue to use gender pay gap reporting as a tool to understand workforce composition and progression and to inform proportionate, evidence-based actions. Our focus areas include:

- **Pay transparency and governance**
Publishing salary ranges on job adverts, undertaking periodic internal pay and allowance reviews, and maintaining senior oversight of pay equity.
- **Consistent recruitment, pay setting and progression**
Applying structured, criteria-based approaches to recruitment, pay positioning within bands, and promotion decisions, and monitoring starting salaries by gender.
- **Allowances and additional responsibilities**
Reviewing the award and level of allowances to ensure they reflect objective role requirements and are applied consistently.
- **Flexible working and retention at senior levels**
Continuing to support flexible and part-time working arrangements in higher-paid roles where operationally feasible.
- **Development and progression opportunities**
Supporting progression into higher-paid roles through development, mentoring or sponsorship where appropriate.
- **Supportive workplace practices**
Maintaining a parenting-neutral culture and continuing to develop support for staff wellbeing and retention across different life stages.

Progress against these actions will be reviewed annually and updated in line with emerging guidance and statutory requirements.

Confirmation statement

I confirm that the information published here is accurate:



Signature: Foundation Bursar Date: 20/03/2026

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