

GENDER PAY GAP REPORT – APRIL 2022

Introduction

This report sets out the Gender Pay Gap for Warwick Schools Foundation, explains the key causes of the gap and sets out our plans and aspirations to address it. Warwick Schools Foundation is committed to fairness and equal treatment of all colleagues at work and we therefore view the gender pay gap with concern. 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 the same, similar or equivalent work must be paid the same. The following shows the Gender Pay Gap at Warwick Schools Foundation at the 'snapshot' date (5th April 2022). 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 are required 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 865 relevant employees who were employed on the snapshot date of 5 April 2022.

After analysis of the April payroll, five women were excluded because they received less than their normal pay due to maternity leave. The remaining 860 Full-pay relevant employees are split: 260 men (30.2%) and 600 women (69.8%).

Gender pay gap

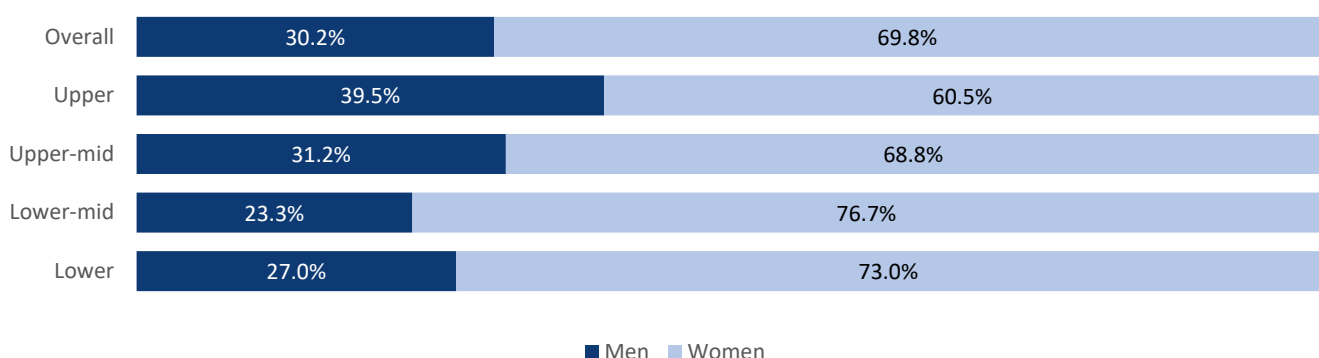
This table shows the mean and median percentage differences between the hourly rates paid to each gender.

Pay Gap	2022	2021
Mean	13.0% ↓ 3.0%	16.0 %
Median	29.6% ↓ 5.6%	35.2%

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 reduced slightly from April 2021. The mean has reduced by 3% and the median by 5.6%, but it 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 (73.0% in the lower and 76.7% in the lower middle) and proportionately lower for the higher pay ranges (68.8% in the upper middle and 60.5% 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.

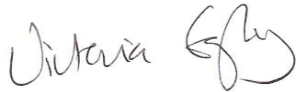
Eliminating the gender pay gap

The current pay gap is unacceptable, and we are committed to bringing about change. In 2023 we will be putting together a Working Party comprising staff (across all pay ranges) and governors to input into an action plan to address the gap.

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.

Confirmation statement

I confirm that the information published here is accurate:



Signature:

Foundation Bursar

Date: 5th April 2023