

## Gender Pay Gap Reporting

As an employer with over 250 employees, Coventry School Foundation (CSF) is required to submit its Gender Pay Report on our website by the 4<sup>th</sup> April 2023.

The gender pay gap shows the differences in pay between men and women. The data snapshot (snapshot date 5<sup>th</sup> April 2022) in this report is based on data for the reporting year 2022/23. In accordance with the regulations, certain sets of data are required to be published:

- The difference between the mean hourly rate of pay between male and female employees
- The difference between the median hourly rate of pay between male and female employees
- The proportions of male and female employees in each of four equal pay quartiles.

No bonuses were paid to any member of staff during this period and, therefore, this is not reported.

### Gender Pay Gap Results

The data reported relates to 366 relevant employees of whom 236 (64.5%) were female and 130 (35.5%) were male.

The table below shows our overall mean and median gender pay gap based on hourly rates of pay.

Difference between men and women		
	Mean	Median
Pay Gap	8.01%	5.34%

The proportion of male and female employees at CSF in each quartile was as follows: -

	Male		Female	
Top	37	41%	54	59%
Upper Middle	30	32%	64	68%
Lower Middle	36	40%	55	60%
Lower	27	30%	64	70%

### Supporting Statement

The Gender Pay Gap is defined as a measure of the difference between the average earnings of men and women in the School regardless of job role, and can be explained as a broad measure of pay inequalities resulting from the differences in the sorts of jobs performed by men and women. It is not a measure of equal pay which is about differences between individuals or groups of staff performing similar work.



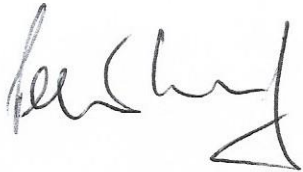
The Foundations pay gap has fallen since last year's report, primarily due to the increased proportion of women employed in senior roles. Please note that the Foundation is currently going through a pay award negotiation process.

Coventry School Foundation is committed to ensuring that all staff receive equal pay for equal work regardless of gender. Pay scales are in place for both teaching and support staff which are reviewed annually and are currently undergoing review. CSF's mean pay gap is 8.01% which still compares favourably with the overall UK published gender pay gap of 14.9%.

The ongoing monitoring of gender pay will help to inform future strategic action concerning pay and to address any areas of disparity.

**Declaration:**

I confirm that the information published here is accurate.



Peter Wreford  
Interim Finance Director  
4 April 2023

