

## 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 2024.

The gender pay gap shows the differences in pay between men and women. The data snapshot (snapshot date 5<sup>th</sup> April 2023) in this report is based on data for the reporting year 2023/24. 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 372 relevant employees of whom 239 (64.5%) were female and 133 (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	8.72%	0%

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

	Male		Female	
Top	39	41%	56	59%
Upper Middle	27	30%	64	70%
Lower Middle	39	42%	55	58%
Lower	27	29%	66	71%



### **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.

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. CSF's mean pay gap is 8.72%.

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.



**Miss K Jennings**  
Foundation Director of People

