



Coventry School Foundation
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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. Due to the impact of Coronavirus, the government have extended the 2020 pay gap report deadline from 4th April 2021 to 5th October 2021. The gender pay gap shows the differences in pay between men and women. The data snapshot in this report is based on data as at April 2020. 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 416 employees of whom 273 (66%) were female and 143 (34%) 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	9.27%	10.3%

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

	Male		Female	
Top	40	38%	64	62%
Upper Middle	38	37%	66	63%
Lower Middle	37	36%	67	64%
Lower	28	27%	76	73%

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 9.27% which compares favourably with the overall UK published gender pay gap of 15.5% and with other schools in the sector.

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

I confirm that the information published here is accurate.



Mrs Jacqui Hammond

Director of Finance and Operations