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Gender Pay Gap Reporting

As an employer with over 250 employees, Coventry School Foundation (CSF) is required to submit an annual Gender Pay Gap report on our website and on the Government's online reporting service by 4 April 2019. The gender pay gap shows the difference in pay between men and women. The data snapshot in this report is based on data as at April 2018. In accordance with the regulations, certain sets of data are required to be published:

- The difference between the mean hourly rate of pay of male and female employees
- The difference between the median hourly rate of pay of 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 of time and therefore this is not reported.

Gender Pay Gap Results

The data reported relates to 434 employees of whom 282 (65%) were female and 152 (35%) 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	9.18%	10.43%

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

	Male		Female	
Top	51	47%	57	53%
Upper Middle	29	27%	80	73%
Lower Middle	41	38%	67	62%
Lower	31	28%	78	72%



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Supporting Statement

The Gender Pay Gap is defined as a measure of the difference between the average earnings of men and women in the CSF regardless of job role and can be explained as a board 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 underpinned by a job evaluation system are in place for both teaching and support roles which are reviewed annually. CSF's mean pay gap of 9.18% compares favourably with the overall UK published gender pay gap of 18.4% and with other schools in the sector. It is also a marked improvement from our published mean pay gap as at April 2017 of 16.5%. The proportion of women in each quartile has also showed significant progress towards reflecting our overall distribution of women in CSF.

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

