



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 4th April 2022.

The gender pay gap shows the differences in pay between men and women. The data snapshot (snapshot date 5th April 2021) in this report is based on data for the reporting year 2021/2022. 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 426 relevant employees of whom 280 (65%) were female and 146 (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	12.42%	11.61%

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

	Male		Female	
Top	40	47%	64	53%
Upper Middle	38	25%	66	75%
Lower Middle	37	40%	67	60%
Lower	28	20%	76	80%

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



BABLAKE & KING HENRY VIII SCHOOL

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 increased slightly since last year's report: this is due to a huge increase in recruitment. 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 is currently undergoing review. CSF's mean pay gap is 12.4% which still compares favourably with the overall UK published gender pay gap of 15.4%.

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.

A handwritten signature in black ink that reads "Hammond".

Mrs Jacqui Hammond

Director of Finance and Operations

28th March 2022