

WARWICK INDEPENDENT SCHOOLS FOUNDATION



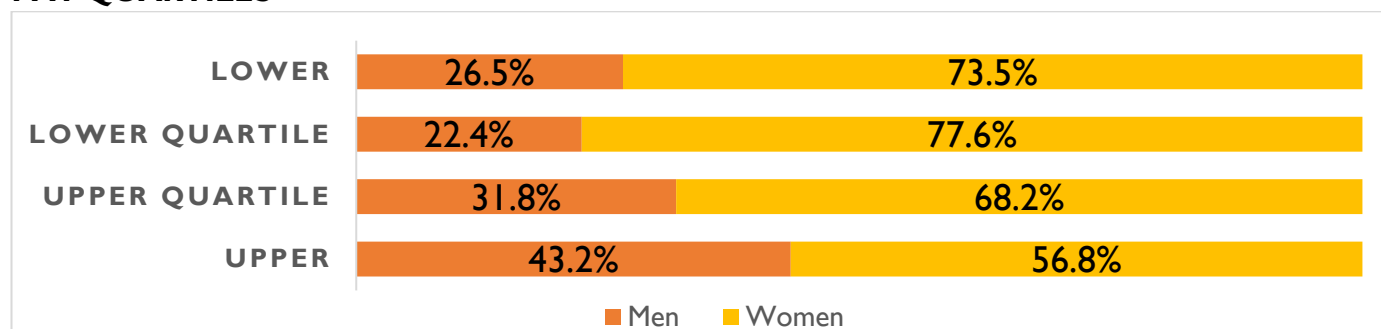
GENDER PAY GAP REPORT: APRIL 2018

As an employer with over 250 employees, Warwick Independent Schools Foundation (WISF) is required to submit its Gender Pay Report on our website and on the government's online reporting service by 4th April 2019. The gender pay gap shows the differences in the average pay between men and women. The data snapshot in this report is based on data as at 5th April of the year of reporting. No bonuses were paid to any member of staff for the reporting period, and therefore this is not reported.

The data reported relates to 679 employees of which 469 were female (69.1%) and 210 male (30.9%). 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	18.0%	36.9%

PAY QUANTILES



The above graph illustrates the distribution of pay across four equally sized pay quartiles. The majority of staff within the Foundation are female (69.1%), which is broadly consistent with 2017 (69.4%). The proportion of women in educational establishments in comparison to men, continues to be commonplace. It is important to note that WISF's figures are affected by the majority of lower paid roles (lunchtime support roles, cleaners and catering assistants) being carried out by female employees.

SUPPORTING STATEMENT

Warwick Independent Schools Foundation is committed to ensuring that all staff receive equal pay for equal work regardless of gender. As noted in last year's report further action has been taken to review pay and conditions for staff. Consultation is currently ongoing with Teaching Staff to implement new pay-scales from September 2019, to ensure open, fair and consistent remuneration is in place across the Foundation.

As a leading employer in the area, the Foundation are committed to recruiting and developing staff across the full breadth of roles available. Some other educational establishments of our size, outsource ancillary roles, and therefore their pay is not required to be reported. As noted above women fulfil the majority of the lower paid roles, impacting on the pay gap. Similarly, there are also a disproportionately higher proportion of women (77.6%) to men (22.4%) in the Lower Middle Quartile, which also impacts on the median pay gap. Encouragingly the upper quartile shows a relatively small differential despite our top four earners being male, emphasising our commitment to a gender neutral pay policy.

I confirm that the information published here is accurate:

Signature:

Position: Foundation Secretary

Date: 4 April 2019