

Warwick Independent Schools Foundation

Warwick Preparatory School | Warwick Junior School | King's High School | Warwick School | The Kingsley School

GENDER PAY GAP REPORT – APRIL 2021

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 governments online reporting service.

The Foundation has furthered its charitable aims through the ongoing development of education within Warwickshire, by the merger with the Kingsley School, Leamington Spa from March 2021. Although the Kingsley School have less than 250 staff, now they are part of the Foundation, their data has been included in the Gender Pay Gap Report from April 2021.

Employee funnel

Our results are based on 863 relevant employees who were employed on the snapshot date of 5 April 2021.

For the gender pay gap figures, a further 5 employees from this group, all women, were excluded because they received less than their normal pay due to maternity leave. This leaves a count of 858 Full-pay relevant employees, of which 256 are men (29.8%) and 602 are women (70.2%).

Gender pay gap

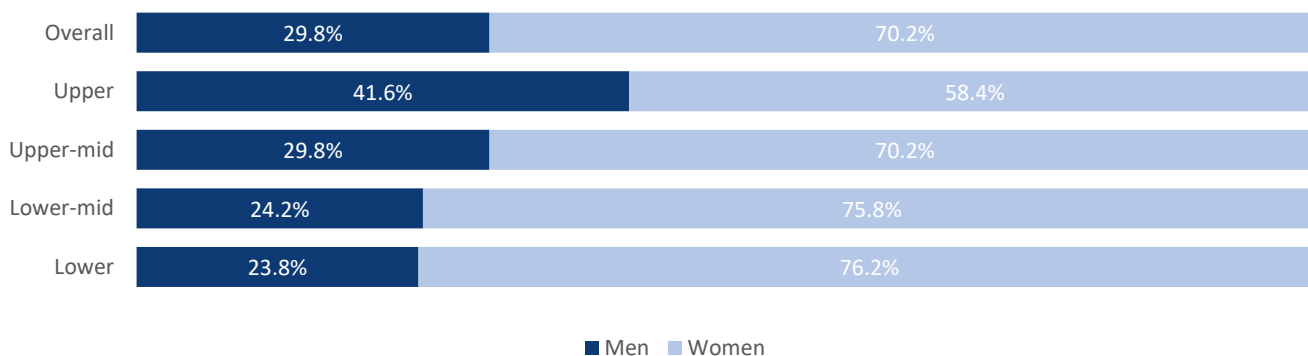
This table shows the mean and median percentage differences between the hourly rates paid to each gender.

Pay Gap	2021	2020
Mean	16.0% ↓ 2.8%	18.8%
Median	35.2% ↓ 7.0%	42.2%

Bonus Pay Gap

The foundation does not pay bonuses.

Distribution of employees across the pay range



Analysis

Both our mean and median percentages have decreased this year even though men are still overrepresented in the upper pay quarter. This change is due in part to the addition of over 120 employees from the merger with the Kingsley School. This has also reduced the over-representation of women in lower paid roles (lunchtime support, cleaning, catering).

We will continue to value this data as a key insight into where work and action can be taken to ensure we as an organisation continue to stay committed to recruiting and developing staff across the full breath of roles available from apprenticeships to senior executive positions. To ensure that we are fairly paying all our staff, including those at the lowest end of the pay scale, and to help to address the pay gap, in February 2022 the Foundation Living Wage was introduced. Ongoing analysis of our data will continue to influence strategy.

Confirmation statement

I confirm that the information published here is accurate:

Signature:

Job Title: Foundation Bursar

Date: 4 April 2022