

# WARWICK INDEPENDENT SCHOOLS FOUNDATION



## GENDER PAY GAP REPORT APRIL 2017

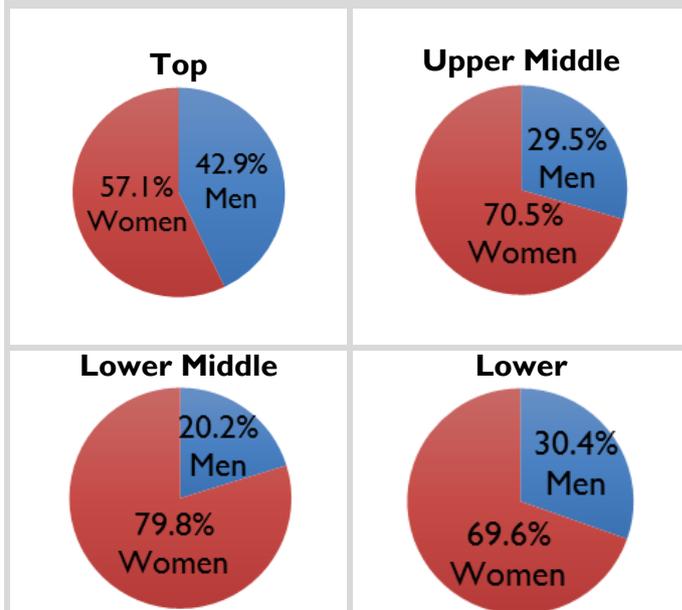
### GENDER PAY REPORTING

As an employer with over 250 employees, Warwick Independent Schools Foundation (WISF) is required to submit its first Gender Pay Report on our website and on the government's online reporting service by 4th April 2018. 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 644 employees of which 447 were female (69.4%) and 197 male (30.6%).

### PAY QUANTILES



### PAY GAP

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	13.7%	21.1%

The above graphs illustrate the distribution of pay across four equally sized pay quartiles. The majority of our staff (69.4%) are female. It is common within educational establishments to have more female than male employees.

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) are 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. In order to ensure a comprehensive analysis of our salary information, an external review took place to fully interrogate the data. Pay scales are in place for both teaching and support staff, which are reviewed annually. WISF's mean pay gap is 13.7%, which compares favourably with overall UK published gender pay gap of 17.4%.

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

I confirm that the information published here is accurate:

Signature:

Position: Foundation Secretary

Date: 21 March 2018