



Coventry School Foundation
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Gender Pay Gap Reporting

As an employer with over 250 employees, Coventry School Foundation (CSF) 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 pay between men and women. The data snapshot in this report is based on data as at April 2017. 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 428 employees of whom 278 (64.9%) were female and 150 (34.1%) 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 | 16.50% | 13.10% |

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

| | Male | | Female | |
|--------------|------|-----|--------|-----|
| Top | 54 | 56% | 43 | 44% |
| Upper Middle | 37 | 32% | 79 | 68% |
| Lower Middle | 40 | 37% | 68 | 63% |
| Lower | 19 | 18% | 88 | 82% |

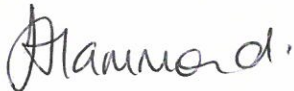
Supporting Statement

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 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.

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. CSF's mean pay gap is 16.5% which compares favourably with the overall UK published gender pay gap of 17.4% and with other schools in the sector.

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