



GENDER PAY GAP REPORT – APRIL 2020

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. Due to the impact of the Coronavirus, the government have extended the 2020 Gender Pay Gap Report deadline from the 4th April 2021 to 4th October 2021. This period has allowed our organisation to take the time to explore and understand our 2020 results in order to utilise the data in forward action planning.

Although the government removed the need to submit the 2019 Gender Pay Gap Report, as an employer committed to monitoring and fully understanding the gender pay gap and the analysis of the data around our organisations gender representation, we decided to submit our 2019 report. This has allowed us to compare our year-on-year data to explore and examine the changes in our results.

Employee funnel

Our results are based on 758 relevant employees, from a headcount of 759, where one man was not present for the snapshot date of 5 April 2020.

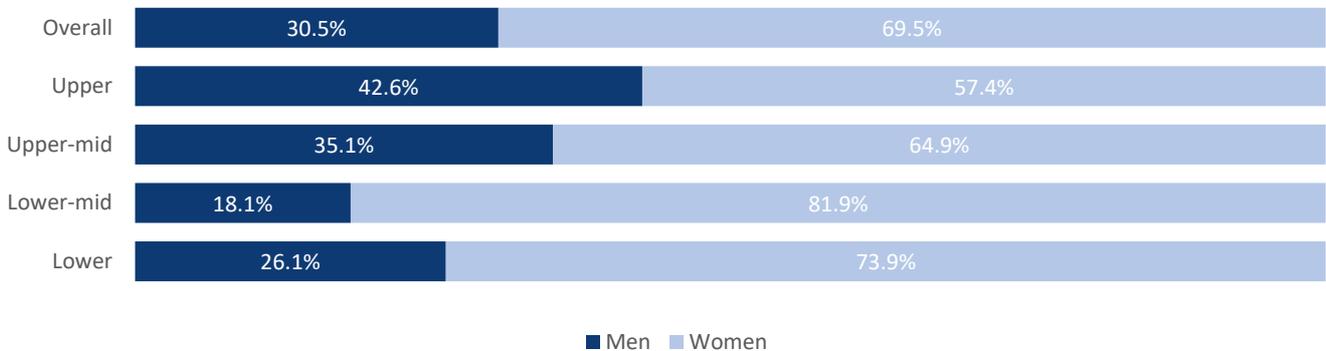
For the gender pay gap figures, a further 6 employees from this group, all women, were excluded because they received less than their normal pay due to reasons of leave (long-term sick, maternity). This leaves a count of 752 Full-pay relevant employees, of which 229 are men (30.5%) and 523 are women (69.5%).

Gender pay gap

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

Pay Gap	2020	2019
Mean	18.8% ↓ 2.1%	20.9%
Median	42.2% ↑ 1.4%	40.8%

Distribution of employees across the pay range



Analysis

The Foundation's median pay gap has increased slightly since 2019, meaning men are still overrepresented in the upper pay quartiles. We recognise that our overall company distribution will influence our results since any changes year on year to the small sample size of men, will have bigger impact on the data. Like the majority of our peers, our pay gap is also due to the over-representation of women in lower paid roles (lunchtime support, cleaning, catering), and this is shown with a 7% increase of women being overrepresented in the lower mid pay quarter compared to 2019.

We will continue to value this data in order to use 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.

Confirmation statement

I confirm that the information published here is accurate:

Signature:

Job Title: Foundation Bursar

Date: 4 October 2021