

The Princethorpe Foundation

Gender pay gap report

2018/19

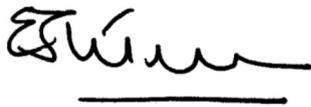
Supporting statement

The Foundation is an equal opportunities employer; we believe all staff receive equal pay for equal work regardless of gender, ethnicity, disability or other unique characteristic.

Our recruitment process is transparent and fair and always aims to recruit the best person for each role, regardless of gender. We are committed to ensuring that women and men have equal opportunity to progress into senior roles. This is part of the Foundation's ethos which we pass on to pupils at our schools.

Trustees and senior management are committed to analysing the gender pay gap to support decisions relating to pay, and positively address areas of disparity. In order to support this, we are using a digital system that allows us to examine trends and insights from each of the three schools and nursery.

I confirm that the information published in this report is, to the best of my ability, accurate:



Mr E J K Tolcher
Foundation Bursar

Gender pay gap

This is the difference in adjusted hourly rates between men and women; adjusted hourly rates include elements of ordinary pay plus any bonus payments received in the same month's payroll. These adjusted hourly rates are shown as the middle (median) and the average (mean) values:

Type of pay gap	The Princethorpe Foundation
Median gender pay gap	30.6%
Mean gender pay gap	19.8%

Our pay gap has moved slightly this year due to a turnover in staff.

Pay quartiles

This is the proportion of men and women in each of the four pay quartiles. Pay quartiles separate all salaries into four equal bands from the lowest paid (lower) to the highest paid (upper):

Upper quartile



Upper middle quartile



Lower middle quartile



Lower quartile



■ Men ■ Women

Male staff make up 28% of our workforce, but are over-represented in the upper quartile and under-represented in the lower and lower-middle quartiles. Our median gender pay gap exists because of this demographic split across quartiles.

Gender bonus gap

This is the average difference in bonus payments made during the period 06 Apr 2017 to the 05 Apr 2018. Once again, the median and mean values are shown:

Type of pay gap	The Princethorpe Foundation
Median gender bonus gap	85.7%
Mean gender bonus gap	85.7%

We only pay bonuses to two employees; the male employee is in the senior leadership team and gets a much higher bonus award, hence the large percentage difference.

Bonus payment ratio

These are the proportions of men and women who received bonuses during the previous financial year to 05 Apr 2018:

Gender	The Princethorpe Foundation
Male employees	1.2%
Female employees	0.5%

Closing statement

The Foundation is committed to ensuring that we maintain a fair and transparent recruitment and pay system. On producing this report, we recognise that the only way to gain full insights into diversity issues is to measure and monitor our workforce data. We will be examining effective ways to accomplish this going forwards.