

# The Princethorpe Foundation gender pay gap report 2017/18

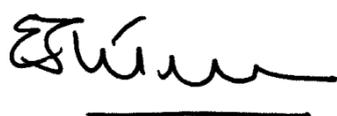
## Supporting Statement

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  
April 2018

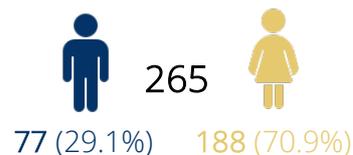
## The Data

The data used in this report is taken from payroll and HR systems using a snapshot date of the 5<sup>th</sup> April 2017. The different pay gaps, quartiles and ratios have been calculated in accordance with the guidance contained in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### 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 average (*mean*) and the middle (*median*) values:

Type of pay gap	Foundation	Education <sup>2</sup>	UK <sup>3</sup>
Mean gender pay gap	22.5%	15.8%	17.4%
Median gender pay gap	27.6%	21.3%	18.4%



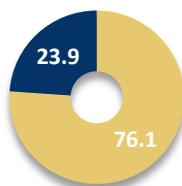
### Pay Quartiles

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*):

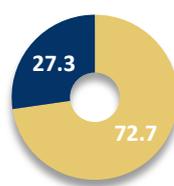
Lower Quartile



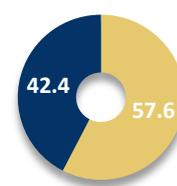
Lower Middle



Upper Middle



Upper Quartile



■ % Men    ■ % Women

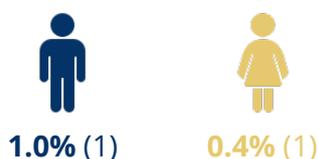
### Gender Bonus Gap

This is the average difference in bonus payments made during the period 6<sup>th</sup> April 2016 to the 5<sup>th</sup> April 2017. Once again, the mean and median values are shown:

Type of pay gap	Foundation	Education <sup>2</sup>	UK <sup>3</sup>
Mean gender bonus gap	76.2%	1.0%	14.9%
Median gender bonus gap	76.2%	1.8%	-16.6%

### Bonus payment ratio

These are the proportions of men and women who actually received bonuses during the previous financial year to 5<sup>th</sup> April 2017:



## The Detail

### Gender Pay Gap - Contributory Factors

The Foundation consists of three main schools. The individual pay gaps for the schools are quite different. Princethorpe College is 14.4% whereas both Crackley Hall and Crescent School are 38.3% and 24.2% respectively. The reason for the larger gaps at these two schools is the representation in Upper Quartiles. In particular, at Crackley Hall the three senior management positions were all staffed by men in April 2017.

### Where do we go from here?

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.

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#### Notes:

1. Specific industry metrics – aggregated averages from the 1,054 organisations identifying as being listed under the Education sector as of 00:01 on 4 April 2018.
2. UK metrics – Taken from the Office for National Statistics 2017 estimate of Gender Pay Gaps (ASHE).