

The Corporation of Oundle School - Gender Pay Report

Incorporates Oundle School and Laxton Junior School
(referred to collectively as the “School”)

February 2020 based on 5th April 2019

Statutory calculations

	Feb 2020 based on 5 th April 2019		Feb 2019 based on 5 th April 2018	
Average gender pay gap as a mean average	22%		22%	
Average gender pay gap as a median average	33%		32%	
Average bonus gender pay gap	No bonuses paid		No bonuses paid	
	Men	Women	Men	Women
Upper Quartile	60%	40%	59%	41%
Upper middle Quartile	41%	59%	38%	62%
Lower middle Quartile	32%	68%	34%	66%
Lower Quartile	22%	78%	23%	77%

Commentary

1. Based on the statutory reporting date of 5 April 2019, the School's mean gender pay gap is 22%, and its median pay gap is 33%. The School has reviewed its offer to staff and is confident that it does not differentiate pay based on gender and it makes each role available to men and women. The School has therefore not made any significant changes to its recruitment and pay policies in the last year, other than to incorporate legislative updates. The current Education Industry overview shows an average mean and median pay gap of 22.9% and 16.7% respectively.

2. Our analysis of the data shows that the gender pay gap at Oundle School is not attributable to any unfair or gender-biased treatment of staff but is driven by the broad spectrum of staff employed directly by the School including catering and cleaning services. It is these areas that comprise the lower quartile results, where our experience is that working part-time around school hours predominantly attracts female applicants. The School continues to have a significant number of women in senior positions. The Head and Deputy Head of the Senior School are women, three of the seven members of the Leadership Team and seven of the sixteen members of the Extended Leadership Team are women. In the Junior School, the majority of the Leadership Team (six out of seven) are women. Our plans to manage the gender pay gap going forward are as follows:

a. The School continues to monitor rates of pay to ensure they are fair and reflect pay for similar roles in the wider market. All Teaching staff, regardless of gender, are paid in accordance with an incremental pay scale by reference to their qualifications, experience and responsibility; support staff roles and salaries are externally benchmarked as appropriate to ensure roles are paid at fair and competitive rates, regardless of gender.

b. The School continues to review its reward package and benefits which apply to staff regardless of gender.

c. Finally, a staff engagement survey was undertaken in September 2019 and staff views around policies, reward and career development will be considered as part of arising action plans.

Authorised by:



Date: 19 March 2020