

The Corporation of Oundle School - Gender Pay Report

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

February 2021 based on 5th April 2020

Statutory calculations

| | Feb 2021 based on 5 th April 2020 | |
|--|--|--------------|
| Average gender pay gap as a mean average | 22% | |
| Average gender pay gap as a median average | 33% | |
| Average bonus gender pay gap | No bonuses paid | |
| | Men | Women |
| Fourth Quartile (100 th percentile) | 59% | 41% |
| Third Quartile (75 th percentile) | 37% | 63% |
| Second Quartile (50 th percentile) | 40% | 60% |
| First Quartile (25 th percentile) | 21% | 79% |

Commentary

Status and impact analysis

Based on the statutory reporting date of 5 April 2020, the School's mean gender pay gap is 22%, and its median pay gap is 33%. No bonus payments were applicable in 2020.

In April 2019 the mean was also 22% and the median 33%.

The School has not made any significant changes to its remuneration approach in the last year, other than as impacted by Covid-19. The School has recently updated its Equal Opportunities Policy.

Evaluation

The School makes all positions available to all, irrespective of sex or gender.

Our analysis of the data indicates that the gender pay gap at Oundle School is not attributable to any unfair or gender-biased treatment of staff but is impacted by the broad spectrum of staff employed directly by the School in 2020, including catering and cleaning services which can involve part time work around school hours, receiving more applications from women. This group was further extended in 2020 by the opening of a new Sports Centre which has necessitated the recruitment of additional operational support staff.

The School continues to employ a significant number of women in senior leadership positions.

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. The School continues to monitor rates of pay to ensure they are fair and reflect pay for similar roles in the wider market.

Future plans

The School continues to challenge itself to identify opportunities to promote equal opportunities across the School. It will monitor and review its reward package and benefits in 2021/2, which apply to staff regardless of gender.

Authorised by:



R Ringrose, Chairman

Date: 17 March 2021