

# The Corporation of Oundle School - Gender Pay Report

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

February 2022 based on 5<sup>th</sup> April 2021

## Statutory calculations

	March 2021 based on 5 <sup>th</sup> April 2021	
Average gender pay gap as a mean average	18.20%	
Average gender pay gap as a median average	29.55%	
Average bonus gender pay gap	No bonuses paid	
	Men	Women
Fourth Quartile (100 <sup>th</sup> percentile)	63.64%	36.36%
Third Quartile (75 <sup>th</sup> percentile)	36.31%	63.69%
Second Quartile (50 <sup>th</sup> percentile)	32.74%	67.26%
First Quartile (25 <sup>th</sup> percentile)	34.52%	65.48%

## Commentary

### Status and impact analysis

Based on the statutory reporting date of 5 April 2021, the School's mean gender pay gap is 18.20%, and its median pay gap is 29.55%. No bonus payments were applicable in 2021.

In April 2020 the mean was 22% and the median 33%.

The School has not made any significant changes to its remuneration approach in the last year, although a significant number of support staff were TUPE transferred to an external catering provider in January 2021.

### 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 2021, including cleaning services and administration which can involve part time work around school hours, receiving more applications from women.

The TUPE transfer of over 100 catering staff to a contractor in January 2021 has had a marked impact on the overall results. As many of the staff employed by the School as general catering assistants were women, this accounts at least partly for the reduction in women in the first lower quartile by 13.52%.

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 and has recently commenced a further programme of training in Equality, Diversity and Inclusion across both teaching and support staff. The School will monitor and review its reward package and benefits in 2022/3, which

apply to staff regardless of gender and mindful of recent developments in pay in the wider market, particularly affecting the service sector.

Authorised by:

Date: 17 March 2022

A handwritten signature in black ink, appearing to read "R. H. Kingston". The signature is written in a cursive style and is positioned on a light-colored rectangular background.