

The Corporation of Oundle School - Gender Pay Report

The Corporation of Oundle School incorporates Oundle School, Laxton Junior School and Oundle School Enterprises Limited and is referred to collectively as 'the School' in this report.

March 2024 Gender Pay Gap Report based on data as of 5 April 2023

OUR CORE VALUES



PUPILS

Pupils are at the heart of what we value and central to every decision made.



STAFF

We value the staff who contribute to the lives of our pupils in whatever capacity.



OPPORTUNITIES

We value the opportunities that the School makes available both to pupils and to staff.



COMMUNITIES

We value the various communities of which we form part, not least former pupils and parents.



QUALITY

We recognise the value of seeking the highest quality in all that we do.

The School is a rewarding and exciting place to work. We are proud of our staff and we value the contribution that every employee makes to the life of the School and our pupils. The School employs over eight hundred people across Laxton Junior School, Oundle School and Oundle School Enterprises Limited and is committed to ensuring the best possible environment for both the children in our care and its staff. The School is proud to be an equal opportunities employer.

Statutory calculations

Metric	Percentage	
Average gender pay gap as a mean average	18.35	
Average gender pay gap as a median average	31.48	
Average bonus gender pay gap	No bonuses paid	
	Men	Women
Fourth Quartile (100 th percentile)	59.39	40.61
Third Quartile (75 th percentile)	39.09	60.91
Second Quartile (50 th percentile)	32.49	67.51
First Quartile (25 th percentile)	30.30	69.70

Commentary

Our gender pay gap has increased by 1.61% as a mean average compared with 2022; our median pay gap has increased by 2.36% in the same period. This change is primarily due to the reemployment of the catering staff previously outsourced to a third party, as anticipated in last year's Report. As in previous reports, the School does not differentiate role-specific pay on the basis of gender.

In April 2023, the School employed women in 52% of senior leadership roles within teaching and support. Within the teaching staff, pay is in accordance with an incremental pay scale and over time staff, both male and female will benefit from rising up the pay scale. Within the Fourth Quartile, women represent 40.61% of staff of which 62.5% are teachers and 37.5% are support staff.

This year's report reflects the insourcing of a significant number of catering staff, where women represent 61% of the department overall. 71% of the First Quartile and 55% of the Second Quartile are within that department. Their representation drops to 42% for the Third Quartile. As with all the lower quartile positions, these tend to be part year and/or part time positions and appear to appeal more to women. They primarily include roles within Domestic Operations, Catering, as well as our varied Sports Centre provision.

Following the roll-out of extensive face-to-face Equality, Diversity and Inclusion (EDI) training in 2022/23 for all staff, both teaching and support, the School continues to explore and act to improve equal opportunities and diversity in the recruitment and development of staff. This is resulting in greater consideration of the reach, content and impact of advertising, as well as strategies to maximise diversity within the recruitment and selection process. Feedback from School leaders, staff and applicants further informs the School's strategic planning on EDI, supported by the Governing Body.

Authorised by:



Mr Robert Ringrose
Chairman of the Governing Body

Date:

22 March 2024