

# 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.

## February 2025 Gender Pay Gap Report based on data 5<sup>th</sup> April 2024

### 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	13.89	
Average gender pay gap as a median average	26.73	
Average bonus gender pay gap	No bonuses paid	
	Men	Women
Fourth Quartile (100 <sup>th</sup> percentile)	56.92	43.08
Third Quartile (75 <sup>th</sup> percentile)	41.54	58.46
Second Quartile (50 <sup>th</sup> percentile)	29.59	70.41
First Quartile (25 <sup>th</sup> percentile)	35.03	64.97

### **Commentary**

Following the insourcing of our catering team in July 2022 which affected the overall shape of our data, we now have a more consistent set of data to compare, year on year, April 2024 with April 2023. As highlighted in previous reports, the School does not differentiate role-specific pay on the basis of gender. However, we are pleased to report this year that our gender pay gap has decreased by 4.46% as a mean average compared with 2023 and our median pay gap has decreased by 4.75% in the same period.

This is encouraging; the mean average figure is likely affected by senior level changes. In April 2023, the School employed women in 52% of senior leadership roles within teaching and support, this figure moved to 71% in 2024. Within the Fourth Quartile, women represent 43.08%, an increase on last year's figure of 40.61%.

There has been an anecdotal increase in the recruitment of men into the First Quartile over the last year resulting in an increase of 4.73% in the number of men in this quartile, when compared with last year.

The number of women in the Second Quartile increased by 2.9% and in the Third Quartile reduced by 2.45%.

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. The median pay gap reduction may indicate that typical earnings in the middle of the pay distribution are now more equal.

Equality, Diversity and Inclusion (EDI) training is now integrated into the School calendar and we continue to explore and pursue opportunities to develop strategies to improve reach and diversity in recruitment and development of staff. Insight and feedback from School leaders, staff and applicants further informs the School's strategic planning on EDI, supported by the Governing Body.

**Authorised by:**        **Mr Tim Coleridge**  
                                  **Chair of the Governing Body**

**Date:**                    **24 February 2025**