

# 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 2026 Gender Pay Gap Report based on data 5<sup>th</sup> April 2025

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.

This report presents the School's gender pay gap data as of 5 April 2025. With more than 800 staff, the School is committed to fairness, equality of opportunity and an inclusive working environment for all colleagues.

### Statutory calculations

Metric	Percentage	
Average gender pay gap as a mean average	13.99	
Average gender pay gap as a median average	26.85	
Average bonus gender pay gap	No bonuses paid	
	Men	Women
Fourth Quartile (100 <sup>th</sup> percentile)	56.12	43.88
Third Quartile (75 <sup>th</sup> percentile)	41.58	58.42
Second Quartile (50 <sup>th</sup> percentile)	26.90	73.10
First Quartile (25 <sup>th</sup> percentile)	35.64	64.36

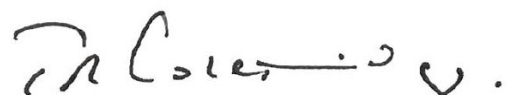
### Commentary

The School does not set pay based on gender. Our gender pay gap figures remain broadly consistent with the previous year, with small increases of 0.10% in the mean and 0.12% in the median compared with 2024.

Teaching staff continue to progress through an incremental pay scale, ensuring equal access to pay progression for all. For support and professional services staff, pay outcomes reflect roles, responsibilities and market factors rather than gender.

We continue to prioritise Equality, Diversity and Inclusion (EDI) across the organisation. EDI training is firmly embedded in the School calendar, and we are strengthening recruitment and development processes to support greater diversity. This includes closer monitoring of recruitment data and gathering feedback from leaders, staff and applicants to inform ongoing improvements, supported by the Governing Body.

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



**Date:** 12 March 2026