

**Headington School, Oxford Ltd
Gender Pay Gap Report**

In accordance with the Equality Act 2010 (Gender Pay Gap Information 2017), the following is the Gender Pay Gap Report for Headington School Oxford Ltd. This report has been approved by the Governors at a meeting on the 24th March 2021; the information is available both on the Gov.UK website and the School's own website. Headington School operates transparent and gender free pay scales for all staff.

Gender Pay Gap Summary

Mean Gender Pay Gap	5.16%
Median Gender Pay Gap	10.23%
Mean Bonus Gender Pay Gap	16.00%
Median Bonus Gender Pay Gap	0%
Proportion of males receiving a bonus	2.83%
Proportion of females receiving a bonus	1.57%

Percentage of females and males in each pay quartile

Quartile	Female	Male
Upper	61%	39%
Upper Middle	73%	27%
Lower Middle	87%	13%
Lower	71%	29%

R Couzens
Bursar
March 2021