

**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 17<sup>th</sup> March 2022; 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	0.98%
Median Gender Pay Gap	13.92%
Mean Bonus Gender Pay Gap	0%
Median Bonus Gender Pay Gap	0%
Proportion of males receiving a bonus	0%
Proportion of females receiving a bonus	0%

**Percentage of females and males in each pay quartile**

<b>Quartile</b>	<b>Female</b>	<b>Male</b>
Upper	68%	32%
Upper Middle	85%	15%
Lower Middle	74%	26%
Lower	69%	31%

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March 2022