

**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 16th March 2023; 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 | 4.71% |
| Median Gender Pay Gap | 4.05% |
| Mean Bonus Gender Pay Gap | -14.35% |
| Median Bonus Gender Pay Gap | 0% |
| Proportion of males receiving a bonus | 95.96% |
| Proportion of females receiving a bonus | 87.46% |

Percentage of females and males in each pay quartile

| Quartile | Female | Male |
|--------------|--------|------|
| Upper | 68% | 32% |
| Upper Middle | 81% | 19% |
| Lower Middle | 72% | 28% |
| Lower | 77% | 23% |

R Couzens
Bursar
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