

Headington Rye Oxford Ltd Gender Pay Gap Report

As an organisation with more than 250 employees, Headington Rye Oxford Ltd is required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This report was approved by the Governors at a meeting on the 13th March 2025; the information is available both on the Gov.UK website and the School's own website.

The law requires a snapshot of data based on pay information as at 5th April 2024. The following figures have been calculated in accordance with the requirements of the gender pay gap regulations.

The regulations also require bonus payments information to be published for the 12 months ending on the snapshot date, therefore a cost of living payment which was awarded to all eligible staff in May 2023 is included in these figures.

Gender Pay Gap Summary

Mean Gender Pay Gap	3.68%
Median Gender Pay Gap	6.03%
Mean Bonus Gender Pay Gap	6.82%
Median Bonus Gender Pay Gap	0%
Proportion of males receiving a bonus	81.82%
Proportion of females receiving a bonus	84.97%

Proportion of females and males in each pay quartile

Quartile	Female	Male
Upper	68%	32%
Upper Middle	72%	28%
Lower Middle	73%	27%
Lower	72%	28%

Headington Rye operates transparent and gender free pay scales for all staff and is confident that the small gender pay gap does not result from paying men and women differently for the same or equivalent work.

R Couzens
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