

Gender Pay Gap Report

April 2024

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1. Gender Pay Gap Figures for April 2024 Reporting

Number of relevant employees	689
Number of full-pay relevant employees	670

Calculation 1 – Gender Pay Gap – Quartile Figures

Quartile	Male	as % of total*	Female	as % of total*	Total
Lower	51	30.4% (24.0%)	117	69.6% (76.0%)	168
Lower Middle	54	32.3% (30.0%)	113	67.7% (70.0%)	167
Upper Middle	82	48.8% (45.0%)	86	51.2% (55.0%)	168
Upper	80	47.9% (48.0%)	87	52.1% (52.0%)	167
Total	267	39.9%	403	60.1%	670

*in that quartile

() 2023 figures

Calculation 2 – Mean Gender Pay Gap

Female	17.15
Male	18.76
Mean Gender Pay Gap	8.6% (2023: 21.2%)

Calculation 3 - Median Gender Pay Gap

Female	13.05
Male	16.82
Median Gender Pay Gap	22.4% (2023: 27.0%)

Calculations 4, 5 and 6 – Gender Pay Gap - Bonuses

There were no bonuses paid in the period.

2. Data Collation Information

- 2.1. In accordance with the Gender Pay Reporting Guidance at www.gov.uk the snapshot date used by Oakham School is 5 April 2024.
- 2.2. The list for relevant employees has been generated from all employees identified on the iTrent HR system as at this date, excluding Zero Hours employees, for whom no work was undertaken and no pay received in the 12-month period up to 30 April 2024, and for whom the School have subsequently processed as leavers, but including others.
- 2.3. There is 1 self-employed contractor included in the list of relevant employees and full pay employees.
- 2.4. All employees at Oakham School are monthly paid, regardless of the contracted number of working weeks.
- 2.5. The pay period used for regular hours staff is 1 – 30 April 2024.
- 2.6. For those employees working regular hours (therefore receiving regular basic pay each month), the gross monthly pay is based on their ordinary pay (which includes regular additional allowances and overtime as per the guidance).
- 2.7. For employees that are not working regular hours and have variable working (e.g. Zero Hours contracts under which work may or may not be offered and accepted), the contracted hourly rate of pay has been derived using a 12 month pay period and 12 month period in which hours were worked, to ensure an hourly rate is considerate of weeks not worked when no work is offered, School Holiday periods and Winter or Summer termly arrangements or the contracted hourly rate if this is a more accurate reflection of usual pay.
- 2.8. The number of relevant full pay employees has been taken as all employees on the iTrent HR system for whom there is no leave recorded (that affected their usual pay) in the period 1-30 April 2024 and who had no contract in place on 30 April.
- 2.9. For the purposes of calculating an hourly rate for Teaching staff, a 45-hour week has been used in calculating hourly rates consistently for full-time Teachers, as the best reflection of their weekly hours, although actual hours are dictated by the demands of a teaching role.

3. Commentary

3.1. Teaching Staff Commentary

- 3.1.1. Teaching salaries and, therefore, hourly rates are based on an Oakham School Teacher pay scale which is applied equally to male and female teachers, based on experience.
- 3.1.2. Regardless of gender, Teachers move up the pay scale, annually, with further annual September pay increase, if applicable, applied universally across teaching staff.

- 3.1.3. We are satisfied that we pay the same rate to male and female teaching staff in the same role, regardless of gender, and we believe in Equal Pay for equal teaching roles, at the same point on the scale.

3.2. Support Staff Commentary

- 3.2.1. Support staff pay is based on an evaluation of the role responsibilities; pay held by others in a similar/same role; market labour demand and benchmarked pay and recruitment success/difficulty. For certain roles, salaries can be inflated even if role responsibilities align to other similar roles. Inflated salaries are, however, offered equally to male and female jobseekers but may attract more applications from a particular gender, as is often the case for technical IT roles which tend to attract more male applicants (thus appointments). This applies only to a small proportion of all roles.
- 3.2.2. Pay for Domestic and Catering Assistants is based on the National Living Wage, plus an increase in September, if the annual pay review realises this. Pay for these roles aligns with labour market rates for unskilled labour. These roles tend to attract female staff, more than male, although there are male role holders also, and the same rate of pay is provided regardless of gender.

3.3. Comparing Oakham School Gender Pay Gaps to National Gender Pay Gaps

- 3.3.1. The Office for National Statistics reported, provisionally, that *'the median gender pay gap among full-time employees was 7.0% in April 2024.'* Whilst this provides an indicative benchmark for reference, this figure does not include part-time workers therefore discounts variable and part-time employees, typically at the lower end of pay. The median gender pay gap for Oakham School is calculated at 22.4% and **does** incorporate all types of contracted full-pay employees. As there are proportionately higher volumes of female employees, to male employees (e.g. in Domestic and Catering roles, detailed in paragraph 2.2.2), this significantly increases the median gender pay gap at Oakham School and is likely to account for the difference between the gender pay gap reported by Oakham School, compared to the national gap reported by ONS.
- 3.3.2. Culturally and nationally, lower paid roles continue to attract more female applicants, as the predominant child carer and subsequent need to take up part-time employment.
- 3.3.3. This is further illustrated in the Oakham School Lower and Lower Middle Quartile employee numbers, showing ratios of approximately 1:2 of male to female employees, respectively. At the Upper Middle and Upper Quartiles, the ratios are approximately 1:1 illustrating a more equal number of male to female employees. In both quartiles, the mean gender pay gap is negative.

3.4. Comparing 2023 and 2024 Gender Pay Gap at Oakham School

- 3.4.1. The mean and median gender pay gaps have both decreased since 2023, from 21.2% to 8.6% (mean) and 27.0% to 22.4% (median). The most significant reduction is in the mean figure, and potentially to have resulted from the increase in the percentage number of male employees in the Lower Quartile, compared to the previous year. In 2023, male employees made up 24.0% of

employees in the Lower Quartile, in comparison to 30% in 2024. Although to a much lesser extent but also likely to have impacted this reduction in the averages, there was an increase in the percentage number of male employees in the Lower Middle Quartile, also.

4. Action Plan

- 4.1. There is no formal action plan proposed to address the gender pay gap identified, as this is largely contributed to by social/cultural trends that influence female candidates taking up specific roles i.e. lower skilled (paying lower rate) and the high take up of Teaching. We are satisfied that the infrastructure in recruitment and pay assignment ensures equal pay across genders for the same role.
- 4.2. However, we shall commit to continuing to promote opportunities to both males and females, alike, and, wherever possible, continue to promote the use of and application for flexible working to attract both genders to all roles.

5. Contributors and Signatory

- 5.1. Data analysed and report prepared by Louise Fuller MSC, Human Resources Business Partner; 25 February 2025.
- 5.2. Signed as approved for publication by William Hawkes, Chief Operating Officer on 28 February 2025

A handwritten signature in purple ink, appearing to be 'W. Hawkes', written in a cursive style.