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 12th March 2026; 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 2025. 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.

Gender Pay Gap Summary

Mean Gender Pay Gap	3.41%
Median Gender Pay Gap	0.00%
Mean Bonus Gender Pay Gap	-38.89%
Median Bonus Gender Pay Gap	-66.67%
Proportion of males receiving a bonus	3.67%
Proportion of females receiving a bonus	0.96%

Proportion of females and males in each pay quartile

Quartile	Female	Male
Upper	71%	29%
Upper Middle	77%	23%
Lower Middle	72%	28%
Lower	75%	25%

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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