



Gender Pay Gap Report

As an employer of more than 250 people, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Bloxham School is required to report its Gender Pay Gap and make this information publicly available.

The information presented is at the snapshot date of 05th April 2017.

Pay Gap Results

Mean Gap = 27.37%

Median Gap = 38.81%

There is no provision for the payment of bonuses at Bloxham, as at the snapshot date and therefore the requirement to report is not applicable.

Pay Quartiles

	Male	Female
Upper	61.82%	38.18%
Upper Middle	32.14%	67.86%
Lower Middle	41.82%	58.18%
Lower	16.07%	83.93%

Understanding the Pay Gap

Bloxham School is committed to ensuring that all staff receive equal pay for equal work, regardless of gender. As a boarding school, we rely on our large network of hardworking and committed support staff. Many of these roles, which fall into the Lower Quartile, are part time or term time only. These positions work flexibly around family life and tend, in many cases, to be attractive to women. We will continue to monitor gender pay to inform future strategic action concerning pay and to address areas of disparity.

C Little
Bursar and Clerk to the Governors