



## Gender Pay Gap Report

April 2025

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 5<sup>th</sup> April 2024.

### Pay Gap results

**Mean Gap** = **13.39%**  
**Median Gap** = **33.24%**

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	48.65%	51.35%
Upper Middle	40.54%	59.46%
Lower Middle	40.54%	59.46%
Lower	21.92%	78.08%

### Understanding the Pay Gap

The pay quartile analysis above highlights a healthy representation of both male and female in the Upper Pay Quartile. There is a healthy female representation in the Upper Middle Pay Quartile. A large proportion of domestic and catering positions are generally part time (which is often to fit around childcare responsibilities) and are traditionally lower paid. Specifically, the imbalance in the Lower Pay Quartile is due to the vast majority of our dedicated workforce being female and balancing working with spending holidays with their children and grandchildren.

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 are part time or term time only, which 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.

David Ramm  
Bursar

April 2025