



George Heriot's Trust

Founded 1628

Gender Pay Gap Report Commentary 3rd March 2020

Information – As at 5 April 2019

Employees Employed on Snapshot Date	
Male	118
Female	234
Total	352

Proportion of males and females in each pay quartile

Pay Quartiles	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	36	40.91	52	59.09	88	100.00
Upper Middle Quartile	23	26.14	65	73.86	88	100.00
Lower Middle Quartile	35	39.77	53	60.23	88	100.00
Lower Quartile	24	27.27	64	72.73	88	100.00
Total	118		234		352	

Mean Pay Gap	
Mean Male Hourly Rate	21.4492
Mean Female Hourly Rate	19.8345
Mean Gender Pay Gap (%)	7.53

Median Pay Gap	
Median Male	20.4157
Median Female	20.5152
Median Gender Pay Gap (%)	-0.49

Commentary

We employ 234 females and 118 males – approximately 2 to 1 female employees.

We have a wide range of roles on varying pay points, which have very different gender balances. This is reflected in the varying proportion of males and females in each pay quartile.

The gender pay gap is 7.53% on a mean basis and -0.49% on a median basis. On a mean basis, despite the preponderance of female members of staff, there is a small pay gap in favour of our male members of staff. On a median basis this is a very small pay gap in favour of female members of staff. We aim to recruit and pay our staff solely on the basis of merit, within the salary scale applicable to their role.

I am satisfied that the information reported is accurate.



Lesley M Franklin

Principal

George Heriot's School