



George Heriot's Trust

Founded 1628

Gender Pay Gap Report Commentary September 2021

Information – As at 5 April 2020

Employees Employed on Snapshot Date	
Male	116
Female	239
Total	355

Proportion of males and females in each pay quartile

Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	34	38.64	54	61.36	88	100.00
Upper Middle Quartile	26	29.21	63	70.79	89	100.00
Lower Middle Quartile	33	37.08	56	62.92	89	100.00
Lower Quartile	23	25.84	66	74.16	89	100.00
Total	116		234		355	

Mean Pay Gap	
Mean Male Hourly Rate	19.9578
Mean Female Hourly Rate	18.1678
Mean Gender Pay Gap (%)	8.97

Median Pay Gap	
Median Male	18.5458
Median Female	17.5249
Median Gender Pay Gap (%)	5.50

Commentary

We employ 239 females and 116 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 8.97% on a mean basis and 5.50% 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 smaller pay gap in favour of our male members of staff, which represents a reversal on the previous year, where there was 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.

Gareth Warren

Principal

George Heriot's School