

Gender Pay Gap Report Commentary March 2025
Information – As at 5 April 2024

Pay Relevant Employees Employed on Snapshot Date	
Male	129
Female	271
Total	400

Proportion of males and females in each pay quartile

Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	32	32.00	68	68	100	100.00
Upper Middle Quartile	24	24	76	76	100	100.00
Lower Middle Quartile	40	40	60	60	100	100.00
Lower Quartile	33	33	67	67	100	100.00
Total	129		271		400	

Mean Pay Gap	
Mean Male Hourly Rate	24.5829
Mean Female Hourly Rate	24.4663
Mean Gender Pay Gap (%)	0.47

Median Pay Gap	
Median Male	23.1087
Median Female	27.4665
Median Gender Pay Gap (%)	-18.86

Commentary

We employ 271 females and 129 males – approximately 2 female to each 1 male employee. 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 0.47% on a mean basis and -18.86% 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 small pay gap in favour of our 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.

Lynda Fyffe
Director of Finance
George Heriot's School