



George Heriot's Trust

Founded 1628

Gender Pay Gap Report Commentary March 2023

Information – As at 5 April 2022

Pay Relevant Employees Employed on Snapshot Date	
Male	123
Female	274
Total	397

Proportion of males and females in each pay quartile

Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	35	35.35	64	64.65	99	100.00
Upper Middle Quartile	31	31.31	68	68.69	99	100.00
Lower Middle Quartile	32	32.32	67	67.68	99	100.00
Lower Quartile	25	25.00	75	75.00	100	100.00
Total	123		274		397	

Mean Pay Gap	
Mean Male Hourly Rate	23.6027
Mean Female Hourly Rate	20.3038
Mean Gender Pay Gap (%)	13.98

Median Pay Gap	
Median Male	20.3695
Median Female	19.1469
Median Gender Pay Gap (%)	6.00

Commentary

We employ 274 females and 123 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 13.98% on a mean basis and 6.00% 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 is also 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