



Gender Pay Gap Report Commentary March 2024  
Information – As at 5 April 2023

Pay Relevant Employees Employed on Snapshot Date	
Male	116
Female	250
Total	366

Proportion of males and females in each pay quartile

Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	33	36.26	58	63.74	91	100.00
Upper Middle Quartile	22	24.18	69	75.82	91	100.00
Lower Middle Quartile	34	36.96	58	63.04	92	100.00
Lower Quartile	27	29.35	65	70.65	92	100.00
Total	116		250		366	

Mean Pay Gap	
Mean Male Hourly Rate	31.7662
Mean Female Hourly Rate	29.3666
<b>Mean Gender Pay Gap (%)</b>	<b>7.55</b>

Median Pay Gap	
Median Male	26.9664
Median Female	31.0227
<b>Median Gender Pay Gap (%)</b>	<b>-15.04</b>



### Commentary

We employ 250 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 7.55% on a mean basis and -15.04% 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 female members of staff, which represents a reversal on the previous year, where there was a very small pay gap in favour of male 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