

Gender Pay Gap Report Commentary March 2026
Information – As at 5 April 2025

Pay Relevant Employees Employed on Snapshot Date	
Male	141
Female	293
Total	434

Proportion of males and females in each pay quartile

Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	29	26.85	79	73.15	108	100.00
Upper Middle Quartile	29	26.85	79	73.15	108	100.00
Lower Middle Quartile	50	45.87	59	54.13	109	100.00
Lower Quartile	33	30.28	76	69.72	109	100.00
Total	141		293		434	

Mean Pay Gap	
Mean Male Hourly Rate	24.0195
Mean Female Hourly Rate	24.6810
Mean Gender Pay Gap (%)	-2.75

Median Pay Gap	
Median Male	20.9611
Median Female	27.8323
Median Gender Pay Gap (%)	-32.78



Commentary

We employ 293 females and 141 males – approximately 2.1 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 -2.75% on a mean basis and -32.78% on a median basis. On a mean basis, this indicates a small pay gap in favour of female employees, representing a reversal from the previous year where there was a small pay gap in favour of male employees. On a median basis there remains a pay gap in favour of female employees, consistent with the prior year.

We are committed to recruiting, rewarding, and progressing our staff based solely on merit, within the salary range applicable to each role.

I am satisfied that the information reported is accurate.

Rhianne Thornton
Interim Director of Finance
George Heriot's School