



George Watson's College

Gender pay gap report

2018/19

Supporting statement

As an employer with a workforce of 250 employees or more on 5 April 2018, George Watson's College must comply with statutory provisions regarding gender pay gap reporting. This requires us to carry out six calculations and publish the results, showing the size of the pay gap between our male and our female employees.

We have calculated the relevant figures, set out below, and using the mechanisms that are set out in the gender pay reporting legislation. I can confirm that these figures have been verified and checked to ensure their accuracy.

I confirm that the information published in this report is, to the best of my ability, accurate:

A handwritten signature in black ink, appearing to read 'Melvyn Roffe'.

Melvyn Roffe
Principal

Gender pay gap

This is the difference in adjusted hourly rates between men and women; adjusted hourly rates include elements of ordinary pay plus any bonus payments received in the same month's payroll. These adjusted hourly rates are shown as the middle (median) and the average (mean) values:

Type of pay gap	George Watson's College
Median gender pay gap	4.1%
Mean gender pay gap	10.3%

Using the median figure means that for every £1 that the average man earns, the average woman earns £0.96.

Pay quartiles

This is the proportion of men and women in each of the four pay quartiles. Pay quartiles separate all salaries into four equal bands from the lowest paid (lower) to the highest paid (upper):

Upper quartile



Upper middle quartile



Lower middle quartile



Lower quartile



■ Men ■ Women

Closing statement

Our gender pay gap of 10.3% is low, compared to the national GPG average of 18.4% in April 2017 (ONS) and 26.7% in the education sector.

Our gender pay gap is predominantly in the upper quartile (120 staff) which mainly comprises teachers in a variety of promoted posts and the disparity reflects the demographic in the teaching profession. The longest serving teachers are disproportionately male who are also, at present, slightly over represented in promoted posts. New appointments, including to promoted posts, are generally more evenly spread between younger women and younger men.

The School has developed an action plan to address the gender pay gap through consultation with the ICE Committee and our wider staff.