



Gender Pay Report

Statement

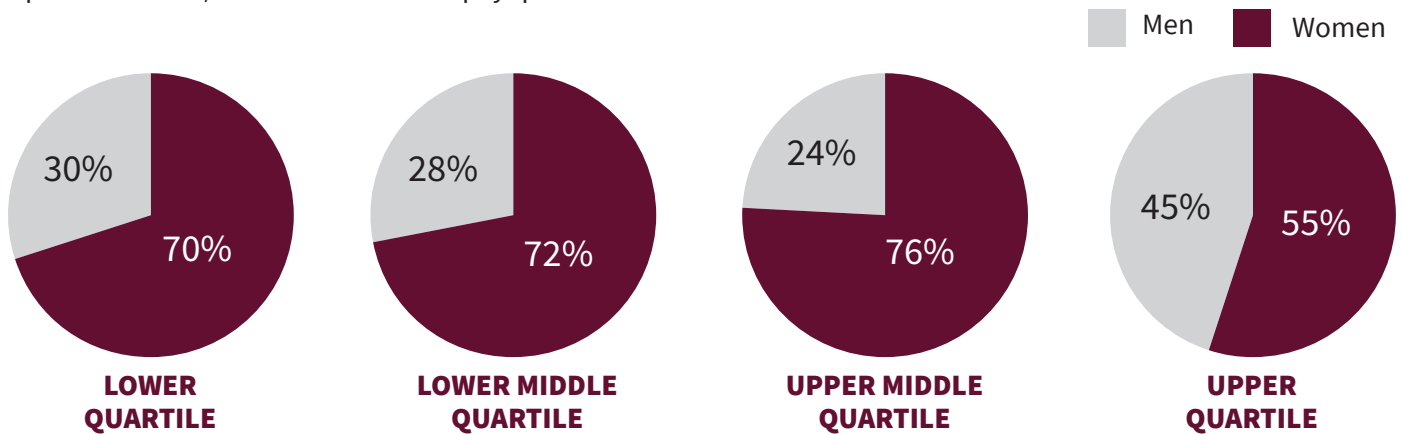
As an employer with a workforce of 250 employees or more on 5 April 2017, George Watson's College must comply with statutory provisions regarding gender pay gap reporting. This requires us to carry out six calculations and publish the results, showing the size of the pay gap between our male and our 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.

Mr Melvyn Roffe
Principal

Our Gender Pay Gap Report 2017

Proportion of Men/Women within each pay quartile



Mean Gender Pay Gap **11.75%**
Median Gender Pay Gap **10%**

Proportion of men/women receiving a bonus payment

Men **0.79%**
Women **0%**

Mean Bonus Gender Pay Gap **100%**
Median Bonus Gender Pay Gap **100%**

Supporting Narrative

Our gender pay gap of 10% 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. Whilst this has not been the case in recent appointments to the most senior and well paid posts which are all now held by men, it should be noted that excluding those posts from the calculation does not materially affect the gender pay gap. Bonus payments have traditionally been paid to certain members of the support staff. Men hold all the posts which have qualified for bonus payments.

The School is committed to reducing the gender pay gap and will consult with the ICE Committee to develop an action plan.