



# Fettes College

## Fettes College Gender Pay Gap Summary

Fettes College is a leading HMC co-educational boarding and day school based in Edinburgh. It has a strong tradition of academic, sporting and cultural excellence underpinned by outstanding pastoral care. The School employs approximately 300 staff comprising 110 teaching staff and over 190 non-teaching staff across the many departments, including Estates, Security, Housekeeping, Catering, Finance, IT, Admissions and Marketing.

Fettes College is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

In line with the Government's regulations regarding Gender Pay Gap Reporting, we have produced the following calculations showing any differences between the average earnings (mean or median) of male and female employees. We are required to publish the results on our own website as well as on the Government website and our data is relevant for the period as at 5 April 2018.

Gender Pay Gap	Gap			
Mean Hourly Rate	8.7%			
Median Hourly Rate	4.0%			
Quartiles	M	F	M	F
Lower quartile	26	51	34%	66%
Lower middle quartile	41	37	53%	47%
Upper middle quartile	32	45	42%	58%
Upper quartile	38	40	49%	51%
Total	137	173	44%	56%

The ratio of staff on average is 44% male and 56% female, and the School's mean gender pay gap is 8.7% and its median pay gap is 4.0%.

The School does not make bonus payments to staff therefore this data has not been reported.



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The gender pay gap is attributable to the range and type of work in the school and in particular within our housekeeping and catering departments where lower rates of pay exist compared with other roles within the school. Our housekeeping and catering roles have traditionally attracted more female than male applicants although the rates of pay are the same irrespective of whether the work is undertaken by a male or female employee.

Fettes College is committed to ensuring that it is an employer of choice and that all employees are treated with parity in terms of gender and all of the protected characteristics as detailed in our Equality & Diversity Policy.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Peter Worlledge  
Bursar

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