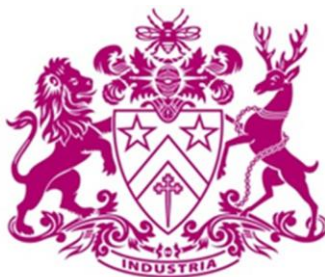


# Fettes College

## Gender Pay Gap Narrative

Created Date 5<sup>th</sup> April 2017



# 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 2017.

Gender Pay Gap	M	F	Gap	
Mean Hourly Rate	16.80	14.98	10.8%	
Median Hourly Rate	14.96	13.81	7.7%	
Quartiles	M	F	M	F
Lower quartile	24	51	32%	68%
Lower middle quartile	37	38	49%	51%
Upper middle quartile	29	46	39%	61%
Upper quartile	39	36	52%	48%
Total	129	171	43%	57%

The ratio of staff on average is 43% male and 57% female, and the School's mean gender pay gap is 10.8% and its median pay gap is 7.7%.

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



# Fettes College

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:

A handwritten signature in black ink, appearing to read 'Peter Worlledge', written over a faint blue horizontal line.

Date:

**12 March 2018**

Peter Worlledge  
Bursar

April 2018