



Fettes College

Gender Pay Gap Narrative

Created Date 5th April 2019



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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 310 staff comprising 115 teaching staff and over 195 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 2019.

Gender Pay Gap	Gap			
Mean Hourly Rate	6.2%			
Median Hourly Rate	1.8%			
Quartiles	M	F	M	F
Lower quartile	35	44	44%	56%
Lower middle quartile	35	43	45%	55%
Upper middle quartile	32	46	41%	59%
Upper quartile	39	39	50%	50%
Total	141	172	45%	55%

The ratio of staff on average is 44% male and 56% female, and the School's mean gender pay gap is 6.2% and its median pay gap is 1.8%.

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:

A handwritten signature in black ink, which appears to read 'Peter Worlledge'. The signature is written in a cursive style.

Date:

17 March 2020

Peter Worlledge
Bursar

March 2020