



George Watson's College

Gender pay gap report

2020/21

Supporting statement

As an employer with a workforce of 250 employees or more on 5 April 2020, George Watson's College must comply with statutory provisions regarding gender pay gap reporting.

This requires us to carry out 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:

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	-7.3%
Mean gender pay gap	6.7%

Using the median figure means that for every £1 that the middle man earns, the middle woman earns £1.07.

Pay quarters

This shows the proportion of men and women throughout the organisation and then in each quarter of the hourly pay range. These quarters group the hourly rates from lowest (Lower) to highest paid (Upper) employees.

Overall representation



Upper



Upper Middle



Lower Middle



Lower



Men
 Women
 Men over-represented
 Women over-represented

Our gender pay gap is predominantly in the upper quartile 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.

There is a disproportionately high number of women in the Upper Middle quartile (82% of the 116 employees in this quartile).

Gender bonus gap

This is the average difference in bonus payments made during the period 06 Apr 2019 to the 05 Apr 2020. Once again, the median and mean values are shown:

Type of pay gap	George Watson's College
Median gender bonus gap	55.6%
Mean gender bonus gap	37.9%

Using the median figure means that for every £1 that the middle man earns, the middle woman earns £0.44. Our 'bonuses' are payments for those members of staff who voluntarily participate in extracurricular activities out of hours and at weekends (for example weekend sport activities and Duke of Edinburgh trips). In December 2020 we introduced a Weekend Enrichment Payments Policy and a new payment system which standardised these payments and removed known anomalies. However, it remains the case that significantly more males than females take part in these activities which is reflected in the bonus pay gap of 37.9%.

Bonus payment ratio

These are the proportions of men and women who received bonuses during the previous financial year to 05 Apr 2020:

Gender	George Watson's College
Male employees	31.9%
Female employees	13.8%

Closing statement

We are pleased our gender pay gap has reduced from 10.4% in 2019/20 to 6.7%, which is low compared to the GPG average for all employees [ONS 3.9.2020).

This reduction is partly due to the implementation of a new job evaluation scheme which covers the majority of our non teaching roles. However, the full impact of that scheme should be seen in our 2021/22 Gender Pay Gap Report.

We continue to consider how we can further address our gender pay gap.