



# George Watson's College

## Gender pay gap report

### 2021/22

#### Supporting statement

As an employer with a workforce of 250 employees or more on 5 April 2021, 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	-7.7%
Mean gender pay gap	4.9%

Using the median figure means that for every £1 that the middle man earns, the middle woman earns £1.08. Using the mean figure, for every £1 that the average man earns, the average woman earns £0.95.

## 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

There is a disproportionately high number of women in the Upper Middle quartile (79% of the employees in this quartile).

## Gender bonus gap

This is the average difference in bonus payments made during the period 06 Apr 2020 to the 05 Apr 2021. Once again, the median and mean values are shown:

Type of pay gap	George Watson's College
Median gender bonus gap	0.0%
Mean gender bonus gap	7.5%

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

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. We know that it remains the case that significantly more males than females take part in these activities.

The number of men and women who received a bonus in this reporting period has dropped by about 30. This, along with the impact of COVID on some of our residential trips, has had an impact and accounts for the difference in the mean bonus gap from last year.

### **Bonus payment ratio**

These are the proportions of men and women who received bonuses during the previous financial year to 05 Apr 2021:

<b>Gender</b>	<b>George Watson's College</b>
Male employees	22.8%
Female employees	8.2%

**Closing statement**

We are pleased that our gender pay gap continues to reduce (10.4% in 2019/20 then 6.7% in 2020/21) and remains lower than the GPG average for all employees [ONS 26.10.21].

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