

Fettes College

Gender Pay Gap Narrative

Created March 2023



Fettes College

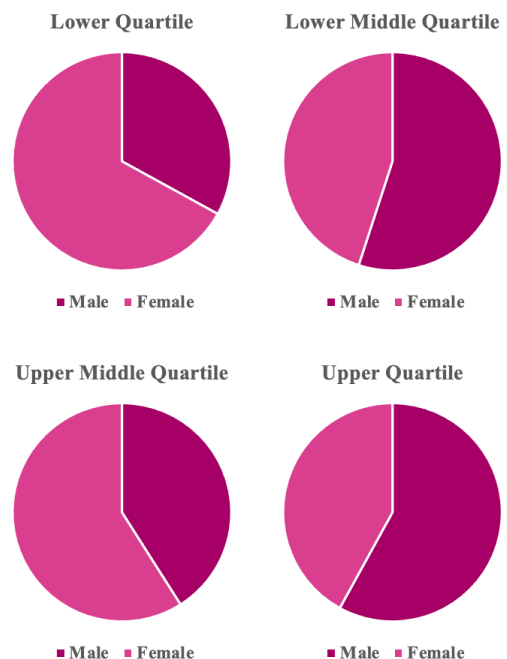
Fettes College Gender Pay Gap Summary

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 340 staff comprising 123 teaching staff and over 210 operational 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 1st April 2022.

	Gap			
	M	F	M	F
Mean Hourly Rate	8.6%			
Median Hourly Rate	13.2%			
Quartiles	M	F	M	F
Lower Quartile	25	50	33%	67%
Lower Middle Quartile	41	34	55%	45%
Upper Middle Quartile	31	44	41%	59%
Upper Quartile	43	31	58%	42%
Total	140	159	47%	53%



The ratio of staff on average is 47% male and 53% female, and the school's mean gender pay gap is 8.6% and its median pay gap is 13.2%.

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 but the reported gap underpins the fact that employment opportunities throughout Fettes College are available to all and that 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 the protected characteristics as detailed in our Equality & Diversity Policy.

Signed: _____

Date: _____

Peter Worlledge
Bursar

March 2022