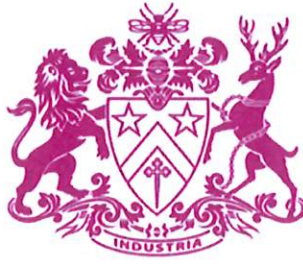


# Fettes College

## Gender Pay Gap Narrative

Created March 2024



# Fettes College

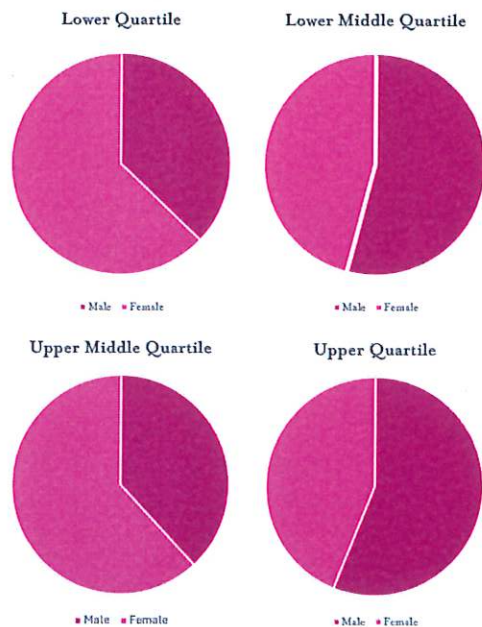
## Fettes College Gender Pay Gap Summary

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 2023.

	Gap			
Mean Hourly Rate	7.2%			
Median Hourly Rate	3.8%			
Quartiles	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>
Lower Quartile	29	50	37%	63%
Lower Middle Quartile	43	36	54%	46%
Upper Middle Quartile	30	49	38%	62%
Upper Quartile	45	35	56%	44%
<b>Total</b>	147	170	46%	54%



The ratio of staff on average is 46% male and 54% female, and the school's mean gender pay gap is 7.2% and its median pay gap is 3.8%.

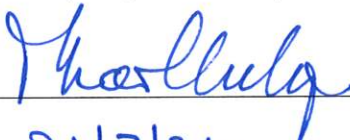
The school does not make bonus payments to staff therefore this data has not been reported.



# Fettes College

The gender pay gap is attributable to the range and type of work in the school 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: 21/3/24

Peter Worlledge  
Bursar

March 2024