George Watson's College
Gender Pay Gap Report
April 2023

Supporting statement

As an employer with a workforce of 250 employees or more on 5 April 2023, 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 be best of my ability, accurate:

Melvyn Roffe
Principal

Gender pay gap

This table shows the mean and median percentage differences between the adjusted hourly rates paid to each gender.

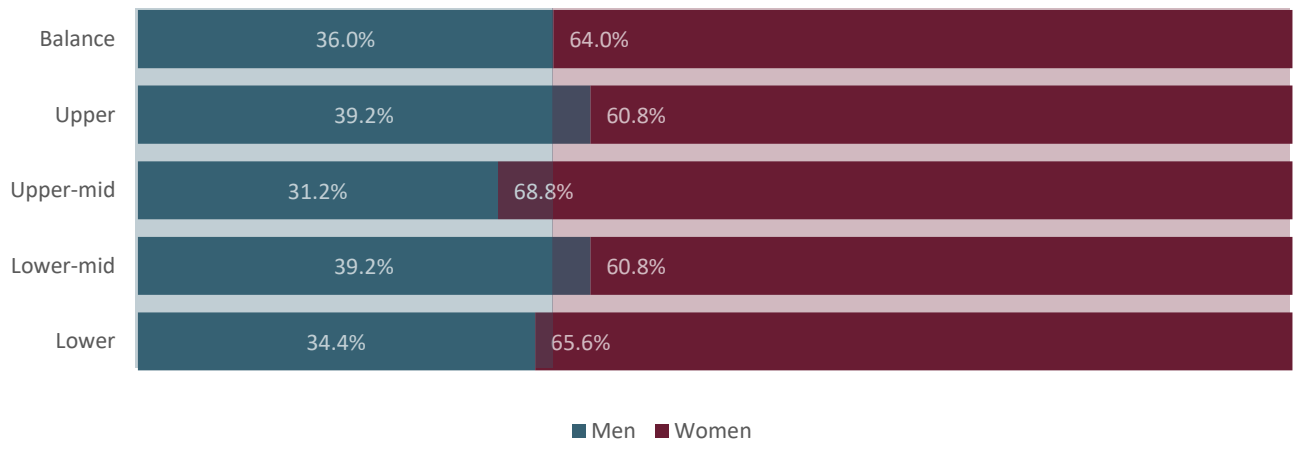
The median difference will fluctuate each time we measure our data because of the large gender imbalance.

Pay Gap	2023
Mean	2.3%
Median	-9.4%

Distribution of employees across our pay range

The chart below shows our gender balance followed by the gender distribution across the four quarters of the pay range (from highest to lowest pay).

The background shading shows our overall gender balance and allows us to see where we deviate from this balance in each quarter. We believe that any analysis should ultimately return to a discussion about the actual men and women that populate our pay range. To show this we have superimposed the actual numbers of each gender who are in these quarters, and we have shown the imbalance in brackets. This analysis shows us that for the last couple of years we have broadly achieved gender balance throughout our pay range. This year, only 4 men and 4 women would have to swap across the median line (between the upper middle and lower middle pay quarters) to achieve total balance - this is less than 2% of our entire population.



Year-on-year change

The minor changes in our pay gap can be seen by examining our personnel changes between the 2022 and 2023 snapshot dates.

1. The distribution of genders around the middle of GWC improved – this meant that the median dropped; but

2. We did not replace all of the upper quarter female employees we lost before 2023 – this meant our average female pay was ever so slightly suppressed.

We saw a bigger shift in our bonus gap figures, but this is again clearly explained. The number of employees who received a bonus increased by 62% in 2023 - 36% more men, but 97% more women – this significant increase was mainly small value bonuses that dragged down both the female mean and median bonus value.

Gender bonus gap

This table shows the mean and median percentage differences between the bonuses paid to each gender in the preceding 12 months to 5 April 2023.

Bonus Gap	2023
Mean	21.2%
Median	52.5%

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). It remains the case that significantly more males than females take part in these activities.

Bonuses paid	2023
Men	33%
Women	19.8%

Closing statement

We are pleased that our gender pay gap has remained at the same level as in 2022 and is an improvement from 4.9% in 2021.