George Watson's College
Gender Pay Gap Report
April 2024

Supporting statement

As an employer with a workforce of 250 employees or more on 5 April 2024, 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:



Lisa Kerr
Principal

Gender pay gap

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

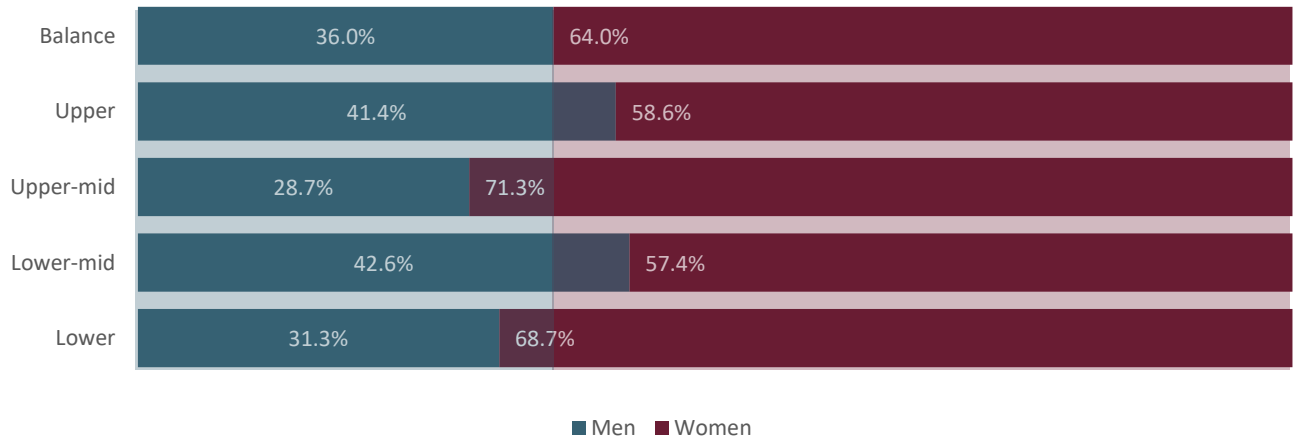
It is an aggregated, blunt tool that should not be relied on as the median difference will fluctuate each time we measure our data because of the large gender imbalance.

Pay Gap	2024
Mean	5.9%
Median	-3.8%

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. From the lower to the upper pay quarter, our female representation switches from over to underrepresented and back again. While there may be very real differences in representation by pay quarter, the balance of women between our top and bottom pay halves has shrunk this year. Now, only 3 men and 3 women would have to swap across the median line (between the upper middle and lower middle pay quarters) to achieve total balance - this is just over 0.5% of our entire population.



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 the 5th April 2024.

Bonus Gap	2024
Mean	14.7%
Median	34.6%

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	2024
Men	34.1%
Women	20.7%

Closing statement

We are pleased that our gender pay gap has remains small as it has for the previous few years.