George Watson's College
Gender Pay Gap Report
April 2025

Supporting statement

As an employer with a workforce of 250 employees or more on 5 April 2025, 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.

On 5 April 2025 we had 500 employees; these relevant employees were used to measure the gender bonus gap using bonus data from the previous 12 months. In accordance with the legislation, only employees who received their full pay during the pay period that includes the 5 April 2025 are used to measure the gender pay gap and pay quarter data. This meant that 9 women and 3 men were excluded because they were taking reduced-pay leave.

Of the remaining 488 full-pay relevant employees, 181 were men and 307 women giving us a gender balance of ~37:63.

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.

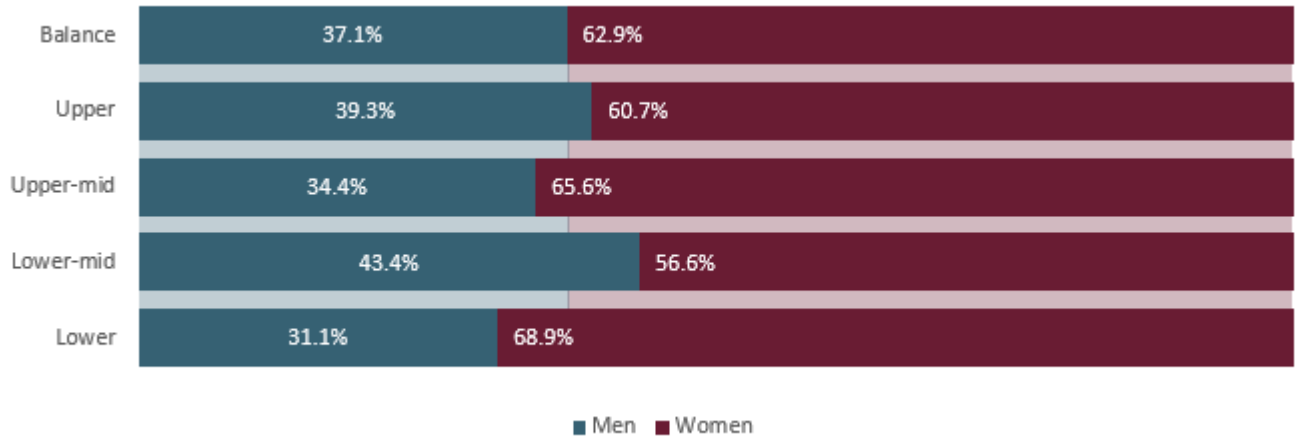
The median difference will fluctuate each time we measure our data because of the large gender imbalance.

Pay Gap	2025
Mean	0.0%
Median	-2.1%

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. However, by pay half, we are balanced. We have reached equilibrium and move gently around this position unless our talent flow changes markedly.



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 2025.

Bonus Gap	2025
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	2025
Men	31.5%
Women	21.8%

Bonus outcomes increased for both men and women between 2024 and 2025, indicating a broad uplift in bonus values across the organisation. The mean bonus gap narrowed over the period, reflecting proportionally stronger increases in average bonus values for women.

However, the median bonus gap widened slightly, showing that bonus increases for men were larger among employees in the middle of the distribution. This indicates that the change is not driven by a small number of high-value awards, but by differences in bonus growth across the wider bonus-receiving population.

There is no evidence that the change in the bonus gap is driven by structural workforce changes or concentration of bonuses at the top end. Instead, the data indicates a general increase in bonus values, with relatively stronger gains for men at typical levels of the distribution.

Closing statement

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