



Gender Pay Gap Report 2018

Gender Pay Reporting

The Governors of Hutchesons' Educational Trust (HET) operate Hutchesons' Grammar School.

Regulations on gender pay gap reporting came into effect in 2017, requiring larger employers to publish the outcome of calculations showing the gender split of their workforce and any gender pay gaps between their male and female employees (as a percentage difference).

The following analysis is based on the data as it was on the snapshot date of 5 April 2018, showing the overall mean and median gender pay gap based on hourly rates of pay. At that date, Hutchesons' Educational Trust (HET) had 248 relevant employees, of which 73 were men and 175 were women.

HET's permanent headcount remains just short of the 250 minimum set down in the Gender Pay Gap regulations which require organisations to report. However, we are committed to being transparent through publishing our report each year despite no legal requirement to do so.

HET, following a set of principles underpinned by supporting policies, is devoted to maintaining equality in the workplace. We remain confident that those individuals carrying out the same roles across the school are paid equally, regardless of gender.

As with 2017, this is borne out in the statistics, and our mean pay gap has in fact decreased in 2018. Our median average gender pay gap (that is pay at the midpoint of the organisation) remains at 0%. This means that using the median average calculation men and women are paid the same. Using the mean average calculation men are paid 8.79% more than women.

As the gender pay gap analyses the pay of all employees across the entire organisation, regardless of role or seniority, we consider that our mean pay gap is a result of the workforce's make-up and structure at a senior level in particular.

HET's use of incremental pay scales for teaching staff helps to ensure that men and women are paid equally for doing the same job. Pay is based upon the job role.

Pay Gap

Difference in hourly rate between men and women.

Median	0.00%
Mean	8.79%

We are also required to report on the gender balance across our workforce.

The majority of each quartile is made up of female staff. The upper quartile is the most balanced in terms of gender, with a split of 58.06% women and 41.94% men. The other three quartiles have women comprising 69% or more, of the total staff in that quartile.

HET does not award bonuses to staff and thus no reporting is required on bonus gender pay gap.

With a continuing median pay gap of 0%, our existing commitment to gender equality is clear and that will continue as we monitor our gender pay gap and continue to focus on equality in the workplace.

I confirm that the data reported is accurate.

Mr Colin Gambles
Rector
March 2019

Pay Quartiles

Gender distribution across four equally sized pay quartiles.

