



Gender Pay Gap Report 2020

Gender Pay Reporting

The Governors of Hutchesons' Educational Trust (GoHET) 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 2020, showing the overall mean and median gender pay gap based on hourly rates of pay. At that date, GoHET had 224 relevant employees, of which 67 were men and 157 were women.

Hutchesons' 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.

Hutchesons', following a set of principles underpinned by supporting policies, is devoted to maintaining equality in the workplace. We are confident that those individuals carrying out the same roles across the school are paid equally, regardless of gender. This is borne out in the statistics. The key metric that is used for reporting nationally and throughout all discussion of this topic is the median gender pay gap. We are proud of the fact that for the fourth consecutive year, at April 2020, we are able to report a 0% median gender pay gap between men and women in our workforce.

We are also required to report on the gender balance across our workforce. The majority of each quartile is made up of woman. The upper quartile is the most balanced in terms of gender, with a split of 62% women and 38% men. The other three quartiles continue to show women comprising 70% or more of the total staff in that quartile. The Governors of Hutchesons Educational Trust does not award bonuses to staff and thus no reporting is required on bonus gender pay gap.

Pay Gap

The difference in hourly rate between men and women:

Median = 0.00%
Mean = 9.7%.

This means that using the key metric of median average calculation, men and women get paid the same. GoHET'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.

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 gap is a result of the workforces's make-up and structure at senior level, in particular.

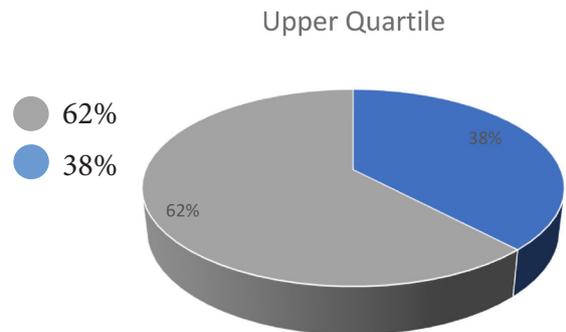
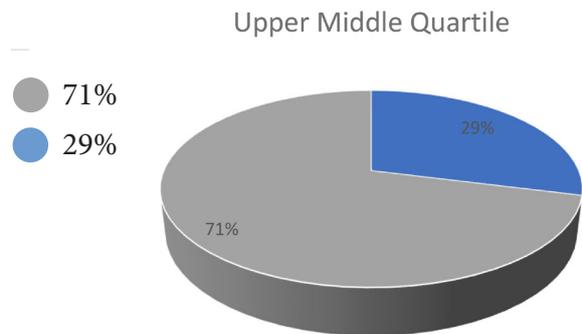
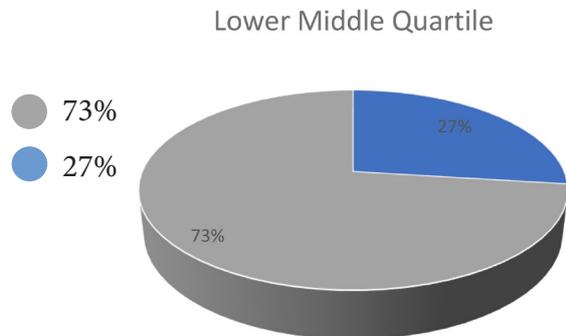
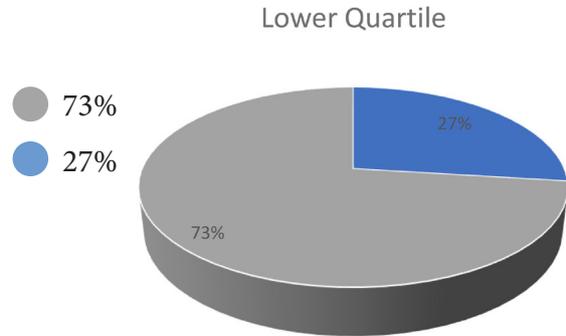
In summary, for the fourth year, we are able to report a median pay gap of 0%. Our existing commitment to gender equality is therefore clear for all to see and that will continue as we monitor our gender pay gap and continue to focus on equality in the workplace.

I confirm that the date reported is true and accurate.

Mr Colin Gambles
Rector, April 2020

Pay Quartiles

Gender distribution across four equally sized pay quartiles.



● Female ● Male