

# Glasgow Academicals War Memorial Trust

## Gender Pay Gap Report

### About Us

Glasgow Academicals War Memorial Trust's principal objective is the advancement of education for boys and girls through the development and administration of The Glasgow Academy.

Glasgow Academicals War Memorial Trust is an educational charity registered in Scotland.

The school's aims are to encourage pupils towards achievement at the highest level of academic, sporting and artistic distinction and also to introduce pupils to the demands and benefits of teamwork and leadership in expeditions, community activities and sport. These are also the values and aims we reflect in our commitment to our staff. Founded in 1845 the School has 1400 pupils located in three sites across Glasgow: Kelvinbridge, Milngavie and Newlands.

### Gender Pay Gap Reporting

This report reflects the position as at April 2018. Whilst the median and mean average Gender Pay Gap has not reduced, the Glasgow Academicals War Memorial Trust welcomes the second year of reporting under the UK Government's regulations for Gender Pay Gap, and is working towards making progress in this area.

The Gender Pay Gap is not the same as Equal Pay where females and males doing the same job must be paid the same. Glasgow Academicals War Memorial Trust is confident that females and males are paid equally for doing equivalent jobs.

The Gender Pay Gap is a measure of the difference between female and male average earnings across an organisation. It is expressed as a percentage of male earnings.

Glasgow Academicals War Memorial Trust is publishing:

1. The difference in mean and median pay between males and females calculated on the basis of equivalent hourly pay rates.
2. The distribution of females and males between pay band quartiles calculated using the range of hourly pay rates.

Glasgow Academicals War Memorial Trust does not pay any of our staff bonuses therefore we are not required to report on the Bonus Gender Pay Gap and proportion split.

### Analysis of the Gender Pay Gap

Our median average Gender Pay Gap (this is the pay at the mid-point of the organisation) is 6.5% (2017/18: 5.3%). The mean average Gender Pay Gap is 21.1% (2017/18: 19.4%).

### Pay Quartiles

Quartile	Male %	Female %
Lower Quartile Pay Band	22	78
Lower Middle Quartile Pay Band	36	64
Upper Middle Quartile Pay Band	20	80
Upper Quartile Pay Band	48	52

## Our Commitment

We pride ourselves that our staff are inspirational, dynamic, highly qualified, innovative, good team workers, well organised and extremely ambitious for the young people in their care. We value greatly the commitment our staff make and are delighted that this is reflected in our Investors in People Gold status. The Glasgow Academy will continue to monitor and address the challenges of our Gender Pay Gap.

I can confirm that the data reported is accurate.

Lyndsay Brown  
Bursar  
March 2019



THE  
GLASGOW ACADEMY

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