



Gender Pay Gap Report

2019/2020

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 ("The Academy") 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 1600 pupils located in three sites across Glasgow: Kelvinbridge, Milngavie and Newlands.

Gender Pay Gap Reporting

This report reflects the position as at April 2020. Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The gender pay gap shows the differences in the average pay between men and women

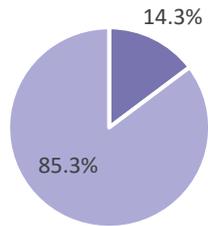
The Gender Pay Gap is a measure of the difference between female and male average earnings across an organisation. It is expressed as a percentage of male earnings.

Pay Gap

Mean and median gender pay gap based on hourly rates of pay.

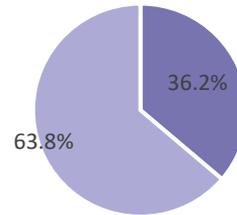
	Mean	Median
Pay Gap 2020	19.2%	20.3%
Pay Gap 2019	21.2%	6.5%

Lower Quartile



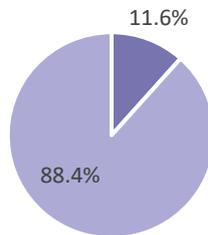
■ % Male ■ % Female

Lower Middle Quartile



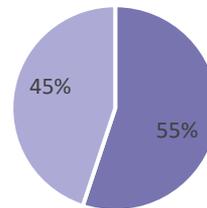
■ % Male ■ % Female

Upper Middle Quartile



■ % Male ■ % Female

Upper Quartile



■ % Male ■ % Female

Glasgow Academicals War Memorial Trust does not pay any of our staff bonuses.

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 Platinum 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.

Jill Galloway, Bursar
October 2021