



Gender Pay Gap Report

APRIL 2023

About Us

The 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.

The Glasgow Academicals War Memorial Trust ("The Glasgow 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 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 1665 pupils located in three sites across Glasgow: Kelvinbridge, Milngavie and Newlands.

Gender Pay Gap Reporting

This report reflects the position at April 2023. 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.

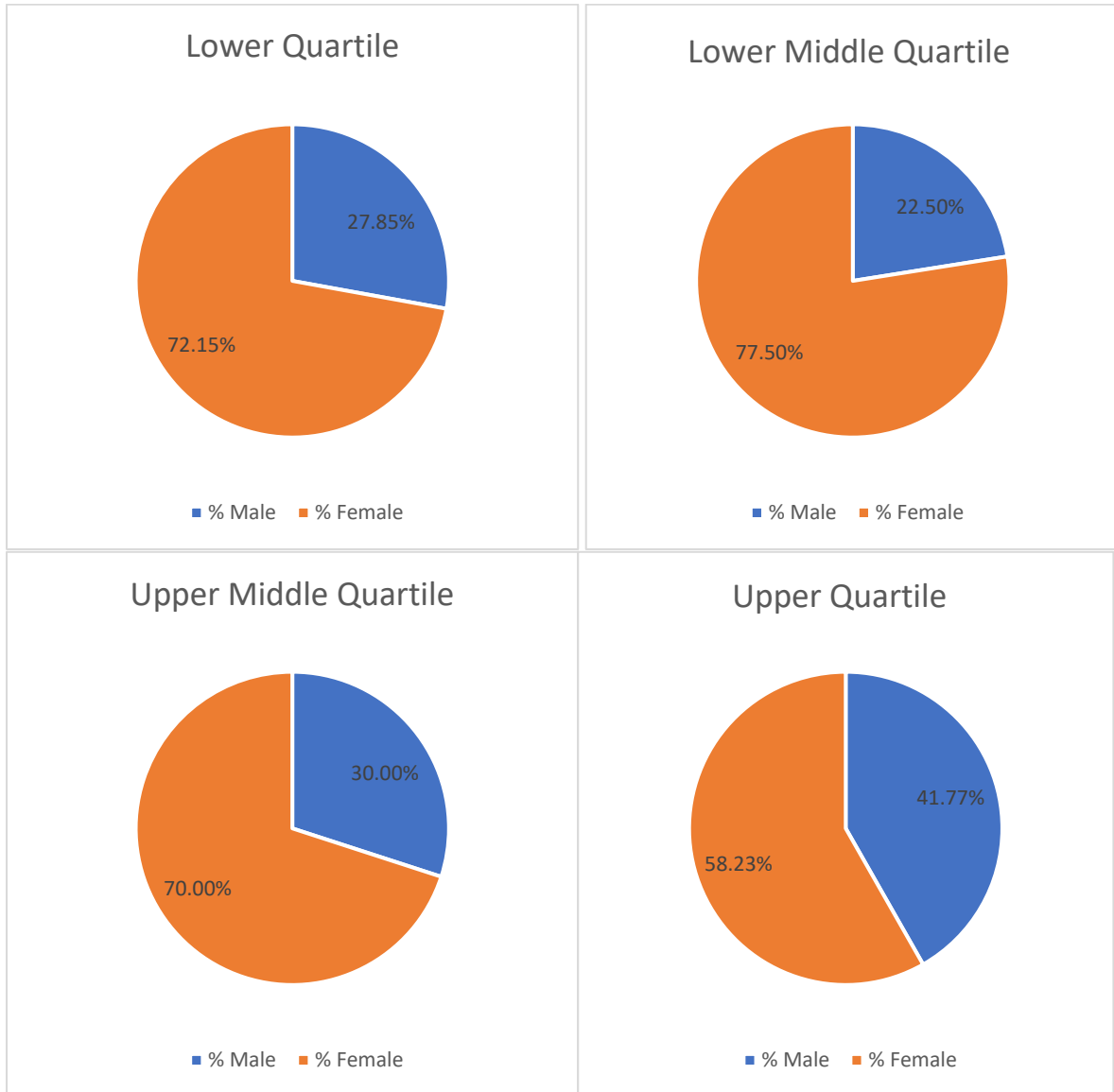
The Gender Pay Gap is a measure of the difference between male and female average earnings across an organisation. It is expressed as a percentage of male earnings.

The Glasgow Academy does not pay staff bonuses.

Pay Gap

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

	Mean	Median
Pay Gap 2023 (April '23)	14.5%	22.2%
Pay Gap 2022 (April '22)	20.5%	22.8%



Our Commitment

The education sector is in the top three sectors with the highest pay gap. The Glasgow Academy works hard to ensure all aspects of equality and diversity are fully considered to mitigate adverse equality impact within our control, and this is reflected in our Investors in People Platinum status. We believe in the principle of equal pay for equal work, and there is equal pay within grades. We ensure women returning from family leave are not disadvantaged and have the relevant support to maximise their potential, and we do not differentiate during our recruitment process. We pride ourselves that our staff are inspirational, dynamic, highly qualified, innovative, and extremely ambitious for the young people in their care. The Glasgow Academy will continue to monitor and address the challenges of our Gender Pay Gap and take mitigating action where possible.

I can confirm that the data reported is accurate.

A handwritten signature in black ink, appearing to read 'Gavin Halliday', written in a cursive style.

Gavin Halliday, Chief Operating Officer
March 2024