

GENDER PAY REPORTING

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 analysis is based on data as at 5th April each year. The gender pay gap shows the differences in the average pay between men and women.

At ESMS we are dedicated to the principles of equality in the workplace. We are confident that individuals in the same roles will be paid the same, regardless of gender, and that our pay gap is driven by the make-up of our workforce.

The table below shows our overall mean and median gender pay gap based on hourly rates of pay.

PAY GAP

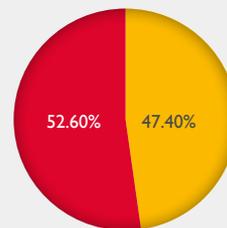
Mean and median gender pay gap based on hourly rates of pay.

| | difference between men and women | |
|---------------------|----------------------------------|--------|
| | Mean | Median |
| Pay Gap 2019 | 19.9% | 29.8% |
| Pay Gap 2018 | 16.8% | 28.6% |

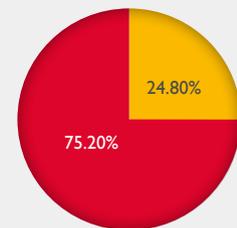
PAY QUANTILES

Gender distribution across four equally sized pay quartiles.

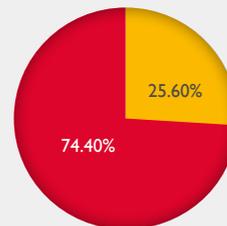
QUARTILE 1



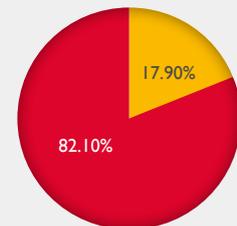
QUARTILE 2



QUARTILE 3



QUARTILE 4



● MALE ● FEMALE

Female staff are in the majority in each quartile.

The headline figures are a median pay gap of 29.8% (28.6% in 2018) and a mean pay gap of 19.9% (16.8% in 2018). The small difference in mean gender pay this year is due primarily to a reduction in the number of male support staff, and a subsequent reduction in the number of men in the lowest quartile.

It is worth noting that women now make up more than 50% of the highest paid quartile of employees but continue to make up more than 70% of the other three quartiles. Despite changes in the senior roles that reduce pay gap, high turnover (78 staff included in 2019 calculation and not 2018, and 75 in 2018 and not 2019) also attributed to the negative changes.

In addition, we currently have an unusually high proportion of male teachers who are attracted to working at Stewart's Melville College. In the other quartiles, a higher proportion of women work in part-time support staff roles which are less highly paid. Our overall position remains healthier than the sector average.

CONFIRMATION STATEMENT

The data above represents Erskine Stewart's Melville Schools' gender pay gap in line with the reporting requirements. I am confident that men and women are paid equally for doing the same job, via the application of our incremental teaching and support staff pay scales, and that the data shown is accurate. As an organisation, we will continue to monitor our gender pay gap and we remain dedicated to the principles of equality in the workplace.



L A Moule, Principal