

Gender Pay Gap at **GORDONSTOUN**

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*In line with government requirements
Gordonstoun today published its gender
pay gap figures for April 2018.*

Gordonstoun's gender pay gap is in line with UK averages with a mean gender pay gap of 14.8% (UK average 17.4%) and a median pay gap of 19.4% (UK average 18.4%)

In 2018, the most senior roles – and therefore the most highly paid – were occupied by women. Roles in the lower quartile were mainly occupied by women (76%), particularly in our kitchen and domestic staff department.

Gordonstoun takes the gender pay gap very seriously; we are following government guidance and are committed to ensuring that we play our part in promoting gender equality and set a good example to the young men and women in our care.

THESE MEASURES INCLUDE:

- Encouraging career and talent development
- Supporting family friendly leave and flexible working for both male and female employees
- Ensuring we have strategies in place to break down gender stereotypes
- Providing positive female role models, who now include a female Chairman of the Governors (unpaid) and a female Principal and Finance Director.

Due to these measures there has been an improvement in our mean pay gap. Gordonstoun's Senior Leadership Team in 2017 comprised 3 women and 5 men and today there are 6 women and 4 men.



**FOR FURTHER
INFORMATION
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