



Dollar Academy / Gender Pay Gap Report 2022

The Governors of Dollar Academy Trust is a registered Scottish Charity (SC009888) and operates Dollar Academy, a leading HMC co-educational day and boarding school. The school roll is currently 1350, of which 90 pupils are boarders.

Regulations on gender pay gap reporting came into effect in 2017, requiring larger employers to publish the outcome of calculations showing the gender split of their workforce and any gender pay gaps between their male and female staff (as a percentage difference).

The following analysis is based on the data as it was on the snapshot date of 5 April 2022 showing the overall median and mean gender pay gap based on hourly rates of pay. This is the first snapshot date in which Dollar Academy has employed more than 250 employees. Results are published on our own website as well as the Government website. Where employees have more than one role within the school their roles are included separately as each as a different rate of pay.

Gender Pay Gap	Gap			
Mean Hourly Rate	14.1%			
Median Hourly Rate	16.0%			
Quartiles	M	F	M	F
Lower quartile	15	51	23%	77%
Lower middle quartile	21	45	32%	68%
Upper middle quartile	22	44	33%	67%
Upper quartile	26	40	39%	61%
Total	84	180	32%	68%

The ratio of staff on average is 32% male and 68% female, and the school's mean gender pay gap is 14.1% and its median gender pay gap is 16.0%.

We have investigated the particular reasons behind the gap and remain confident that the gender pay gap is attributable to the range and type of work in the school. Employment opportunities throughout Dollar Academy are available to all and the rates of pay are the same irrespective of whether the work is undertaken by a male or female employee. Female staff represent greater proportions in the bottom quartiles with a high number electing for part time roles

The school does not make bonus payments to staff therefore no reporting is required on bonus gender pay gap.

Confirmation Statement

The data above represents Dollar Academy's gender pay gap in line with the reporting requirements. I am confident that men and women are paid equally for doing the same job and that the data shown is accurate. As an organisation we remain dedicated to the principles of equality in the workplace.

Ian Munro

Rector