



Gender Pay Gap

From 2017 onwards, under Regulations made under the Equality Act 2010, organisations employing 250 or more people are required to publicly report on its gender pay gap in the following ways:

- The mean and median gender pay gaps;
- The mean and median gender bonus gap;
- The proportion of males and females who received a bonus; and
- The number of males and females in each quartile of the pay distribution.

The gender pay gap is defined as the difference between the mean (average) hourly rate of pay for male and female employees and/or the median (mid-point) hourly rate of pay for male and female employees. This differs from equal pay which deals with the differences in the actual earnings for those who carry out the same or similar work of equal value.

On 5 April 2017 Jesus College had 226 employees (academic and non-academic). Whilst this does not meet the 250 employees which require Jesus College to publish, the College has carried out a gender pay gap analysis and is voluntarily publishing its figures. The College has used the 5 April 2017 as its data collection date.

Data Summary

Gender Pay Gap Reporting 2017		
Total staff number - 226		
Pay Gap	Mean 16.6%	Median 8.6%
Bonus	5.4%	- 11.3%
Bonus	Male 19	Female 15
Pay Quartiles		
Quartile 1 (Highest)	36 (64%)	20 (36%)
Quartile 2	27 (48%)	29 (52%)
Quartile 3	29 (51%)	28 (49%)
Quartile 4	27 (47%)	30 (53%)

The College has identified a mean gender pay gap of 16.6% and a median pay gap of 8.6%. These figures are based on 119 men and 107 women employed across academic and non-academic departments of the College.

Data Collection Principles

In calculating the figures the College has included:

- 'Employees': those on PAYE; and workers – casual workers, zero hours workers, self-employed contractors providing a personal service (Out tutors)
- Those on full pay maternity and/or sickness absence
- Performance-related bonuses

Note:

- Hours of work were as stated in the contract or 37.5 for academic contracts where the hours were not stated
- Overtime hours were excluded

Gender Pay Gap Commentary

This is the first formal exercise of gender pay gap reporting for Jesus College and shows that the College has a mean gender pay gap of 16.6% (the difference between average pay of male and female employees) and a median pay gap of 8.6% (the mid-point). Our analysis of the gender pay gap has led us to reflect that:

- The College has a policy to appoint on merit regardless of gender. However, we are mindful, as appropriate, of gender balance in our recruitment processes.
- The College operates defined pay scales for all of its employed staff, the scales are broadly based on those of the University and staff will generally join the scale at the bottom and work through the scale with annual increments. Roles are placed in a pay grade through the use of a job evaluation system. This process supports the provision of equal pay for equal work.
- The College has a diverse workforce including those who work in our Kitchens and Housekeeping teams, office based staff and Fellows of the College and academic staff. This means that our hourly rate has a large range.
- The lowest hourly rates are broadly found in roles which have traditionally been roles dominated by females. However, in recent years we have seen a greater gender balance in these roles.
- Bonuses are only paid to non-academic staff and are awarded on performance in a reporting year. More males received bonuses than females in the last reporting year. However, the bonus median for female employees was higher than that for males, creating a negative median gender bonus pay gap.
- The College has a number of academic staff who are employed on a joint appointment with the University, where decisions regarding appointment are not at the sole discretion of the College.
- The gender of those appointed to academic roles is closely linked with the subjects covered by the particular College. Traditionally, we find more female academics in Humanities based roles with more male appointments in Science and maths based subjects.

The College has a newly formed Equality and Diversity Group which meets termly and reports through the Human Resources and Academic Committees. The gender pay gap figures will be considered further through those Committees and subsequently by the College's Governing Body. This will inform the College's ongoing commitment to equality and will influence the strategic direction.