

2023 Gender Pay Gap Report

Introduction

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations each year showing how large the pay gap is between their male and female employees.

The gender pay gap differs from the issue of equal pay. Equal pay deals with the pay differences between men and women who carry out work of equal value. The gender pay gap shows the differences in the average pay between men and women and reflects issues of representation rather than of equal pay.

The figures provided in this statement are based on hourly rates of pay as at 5 April 2023 and bonuses paid in the twelve months to 5 April 2023.

Gender pay gap data

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female members of staff receive. Additionally, the College reports the gender pay gap for bonuses, a scheme under which one-off lump sum payments are made to reward individual staff for their contribution to the College. These figures are set out below:

	Gender Pay Gap		
ALL			
Mean of Male hourly rate	17.4%		
Mean of Female hourly rate			
Median of Male hourly rate	23.7%		
Median of Female hourly rate			
BONUS - ALL	Gender Pay Gap		
Mean Male bonus	17.4%		
Mean Female bonus			
Median Male bonus	23.6%		
Median Female bonus			
Proportion of Males receiving bonus	49.3%		
Proportion of Females receiving bonus	59.4%		
QUARTILES - ALL			
		Male	Female
Lower quartile		43%	57%
Lower middle quartile		44%	56%
Upper middle quartile		55%	45%
Upper quartile		65%	35%

Commentary

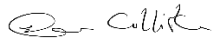
The principal reason that our gender pay gap exists is due to the large number of women working in part-time roles at lower pay rates, particularly in the Housekeeping department.

King's College is fully committed to equality of opportunity and fairness, and we work hard to ensure our employment policies and practices are fair, equitable and consistent. The College offers generous family friendly policies and operates fair and transparent schemes for pay and reward. We are committed to a positive culture of equality, dignity and respect at work.

We will use this gender pay gap study, and feedback from our staff, Fellows and students, to make further progress in these areas.

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Dr Ivan Collister, First Bursar