

## King's College, Cambridge

### Gender Pay Gap Reporting

The table below shows the overall median and mean gender pay gap, as well as the gender bonus gap, based on hourly rates of pay of those employed on the snapshot date of 5 April 2019.

<b>At April 2019</b>		<b>Number of employees</b>	<b>Mean/ Median</b>	<b>Gender Pay Gap</b>
<b>ALL</b>				
Mean of Male hourly rate		233	£17.85	23.2%
Mean of Female hourly rate		247	£13.71	
Median of Male hourly rate			£14.45	24.1%
Median of Female hourly rate			£10.97	
<b>BONUS - ALL</b>				
Mean Male bonus		92	£656.96	31.1%
Mean Female bonus		92	£452.85	
Median Male bonus			£500.00	20.0%
Median Female bonus			£400.00	
Proportion of Males receiving bonus			39.5%	
Proportion of Females receiving bonus			37.2%	
<b>QUARTILES - ALL</b>				
	<b>Hourly Rate</b>	<b>Number</b>	<b>Male</b>	<b>Female</b>
Lower quartile	£6.41-£8.93	120	33%	67%
Lower middle quartile	£8.93-£12.94	120	42%	58%
Upper middle quartile	£12.94-£19.83	120	50%	50%
Upper Quartile	£19.9-£61.65	120	69%	31%

The pay gap reflects differences in the jobs undertaken, with a majority of those in the lower quartile being female. For example, 94% of housekeeping staff are female and the majority of these are in the lower quartile.

All full-time members of the support staff are paid a £500 bonus at Christmas, which is reduced *pro rata* for part-time staff. Overall 62% of female staff members are part-time compared with 34% of male staff members. This explains why the figures which show the total bonus received show a gap between male and female staff.

Those employed by the College fall into different categories: non-academic, academic and school. The tables below show the differences in pay for men and women in each category. Particularly for academic staff, there are a relatively small proportion of women and so each has a large effect on the averages.

<b>At April 2019</b>		<b>Number of employees</b>	<b>Mean/ Median</b>	<b>Gender Pay Gap</b>
<b>NON-ACADEMIC (COLLEGE)</b>				
Mean of Male hourly rate		135	£12.52	11.6%
Mean of Female hourly rate		147	£11.07	
Median of Male hourly rate			£11.24	19.9%
Median of Female hourly rate			£9.00	
<b>QUARTILES - NON ACADEMIC (COLLEGE)</b>				
	<b>Hourly Rate</b>	<b>Number</b>	<b>Male</b>	<b>Female</b>
Lower quartile	£8.21-£8.93	71	51%	48%
Lower middle quartile	£8.93-£10.3	71	23%	76%
Upper middle quartile	£10.3-£13.6	70	57%	43%
Upper Quartile	£13.6-£34.88	70	61%	39%

<b>At April 2019</b>		<b>Number of employees</b>	<b>Mean/ Median</b>	<b>Gender Pay Gap</b>
<b>ACADEMIC</b>				
Mean of Male hourly rate		62	£29.07	14.0%
Mean of Female hourly rate		26	£25.00	
Median of Male hourly rate			£29.20	0.0%
Median of Female hourly rate			£29.20	
<b>QUARTILES - ACADEMIC</b>				
	<b>Hourly Rate</b>	<b>Number</b>	<b>Male</b>	<b>Female</b>
Lower quartile	£12.48-£29.2	22	55%	45%
Lower middle quartile	£29.2-£29.2	22	86%	14%
Upper middle quartile	£29.2-£29.2	22	68%	32%
Upper Quartile	£29.2-£61.65	22	73%	27%

<b>At April 2019</b>		<b>Number of employees</b>	<b>Mean/ Median</b>	<b>Gender Pay Gap</b>
<b>SCHOOL</b>				
Mean of Male hourly rate		36	£18.47	18.9%
Mean of Female hourly rate		74	£14.98	
Median of Male hourly rate			£19.83	33.5%
Median of Female hourly rate			£13.19	
<b>QUARTILES - SCHOOL</b>				
	<b>Hourly Rate</b>	<b>Number</b>	<b>Male</b>	<b>Female</b>
Lower quartile	£6.41-£11.12	27	15%	85%
Lower middle quartile	£11.37-£14.47	27	26%	74%
Upper middle quartile	£15.14-£20.55	28	32%	68%
Upper Quartile	£20.68-£42.18	28	57%	43%

I confirm that the data in these tables is correct.



Professor Nicholas Marston Acting Provost of King's College

Dated: 20<sup>th</sup> March, 2020.