

## 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 2022.

<b>At April 2022</b>		<b>Number of employees</b>	<b>Mean/ Median</b>	<b>Gender Pay Gap</b>
<b>ALL</b>				
Mean of Male hourly rate		235	£18.70	14.6%
Mean of Female hourly rate		246	£15.97	
Median of Male hourly rate			£15.48	18.2%
Median of Female hourly rate			£12.67	
<b>BONUS - ALL</b>		<b>Number of</b>	<b>Mean/</b>	<b>Gender</b>
Mean Male bonus		90	£653.18	22.9%
Mean Female bonus		91	£503.82	
Median Male bonus			£500.00	8.0%
Median Female bonus			£460.00	
Proportion of Males receiving bonus			38.3%	
Proportion of Females receiving bonus			37.0%	
<b>QUARTILES - ALL</b>				
	<b>Hourly Rate</b>	<b>Number</b>	<b>Male</b>	<b>Female</b>
Lower quartile	£6.83-£10	120	39%	61%
Lower middle quartile	£10-£13.78	121	44%	56%
Upper middle quartile	£13.84-£21.88	120	51%	49%
Upper Quartile	£21.98-£63.7	120	62%	38%

The pay gap reflects differences in the jobs undertaken, with a majority of those in the lower quartile being female. For example, 88% 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 54% of female staff members are part-time compared with

18% of male staff members. 80% of the part-time staff are women. 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: academic, school, and non-academic. The tables below show the differences in pay for men and women in each category.

<b>At April 2022</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		140	£14.48	8.1%
Mean of Female hourly rate		147	£13.30	
Median of Male hourly rate			£11.89	13.3%
Median of Female hourly rate			£10.31	
<b>QUARTILES - NON ACADEMIC (COLLEGE)</b>				
	<b>Hourly Rate</b>	<b>Number</b>	<b>Male</b>	<b>Female</b>
Lower quartile	£9.69-£10	72	65%	35%
Lower middle quartile	£10-£11.5	72	15%	85%
Upper middle quartile	£11.5-£15.97	72	60%	40%
Upper Quartile	£16.03-£37.3	71	55%	45%

<b>At April 2022</b>		<b>Number of employees</b>	<b>Mean/ Median</b>	<b>Gender Pay Gap</b>
<b>ACADEMIC</b>				
Mean of Male hourly rate		53	£29.91	10.7%
Mean of Female hourly rate		34	£26.70	
Median of Male hourly rate			£30.68	0.0%
Median of Female hourly rate			£30.68	
<b>QUARTILES - ACADEMIC</b>				
	<b>Hourly Rate</b>	<b>Number</b>	<b>Male</b>	<b>Female</b>
Lower quartile	£11.64-£30.68	21	38%	62%
Lower middle quartile	£30.68-£30.68	22	50%	50%
Upper middle quartile	£30.68-£30.68	22	95%	5%
Upper Quartile	£30.68-£63.7	22	59%	41%

<b>At April 2022</b>		<b>Number of employees</b>	<b>Mean/ Median</b>	<b>Gender Pay Gap</b>
<b>SCHOOL</b>				
Mean of Male hourly rate		42	£18.62	11.8%
Mean of Female hourly rate		65	£16.41	
Median of Male hourly rate			£20.49	28.0%
Median of Female hourly rate			£14.75	
<b>QUARTILES - SCHOOL</b>				
	<b>Hourly Rate</b>	<b>Number</b>	<b>Male</b>	<b>Female</b>
Lower quartile	£6.83-£11.41	27	33%	67%
Lower middle quartile	£11.57-£16.07	27	30%	70%
Upper middle quartile	£17.95-£21.77	27	33%	67%
Upper Quartile	£21.86-£45.31	26	62%	38%

I confirm that the data in these tables is correct.



Professor M.R.E. Proctor, FRS, Provost of King's College

Dated: 28th February, 2023.