



Downing College

Gender Pay Report 2025 (based on April 2024)

1. Our Commitment

Downing College is committed to being a diverse and inclusive community. This is central to the ethos of the College. We also recognise that people from different backgrounds bring fresh ideas, thinking, and approaches that make the way work is undertaken more effective and efficient, and promotes success.

Through open competition, we provide equal opportunity to all who apply for vacancies. Salaries are set for the role and are published in advance. Using a clear and open process, we select candidates only on the basis of their ability to carry out the job.

We provide all employees with the training and development that they need to carry out their job efficiently. The College aims to provide all staff with opportunities for personal development and a career based on ability, qualifications, and suitability for the work.

Wherever operationally feasible, the College offers opportunities for flexible working patterns to help employees combine a career with other non-work related responsibilities.

The College is committed to closing the Gender Pay Gap and will continue to take positive steps to achieve this.

2. The Gender Pay Gap vs Equal Pay

Although equal pay and the gender pay gap both look at differences between women's and men's pay, they are two different issues. The gender pay gap is a measure of the difference between men's and women's average earnings (excluding overtime) across an organisation. All roles across the organisation are included in calculating the average earnings figure and it is expressed as a percentage of men's earnings e.g. women earn X% less than men.

Having a gender pay gap does not automatically mean that there is an equal pay issue within an organisation. There are a number of reasons for a gender pay gap, for example, a gender imbalance in the different levels of roles or if particular types of roles are dominated by a single sex.

Equal pay is the right for men and women to be paid the same when doing the same equivalent work. This is a legal requirement.

3. Reporting on Gender pay

Since 2017 public, private and voluntary sector organisations with 250 or more employees have had to report on their gender pay gaps annually.

According to the latest information published by the Office of National Statistics (April 2024), among fulltime employees the median gender pay gap in April 2024 was 7 % down from 7.5% in April 2023. The gap for all employees (full-time and part-time) was 13.1%, with women earning 13.1% less than men. Additionally, the gender pay gap among part-time employees was negative 3.0%, meaning women earned 3.0% more than men in that category.

The regulations require us to report the difference between the mean and median hourly rate of men compared to the mean and median hourly rate of women, expressed as a percentage of the men's figure

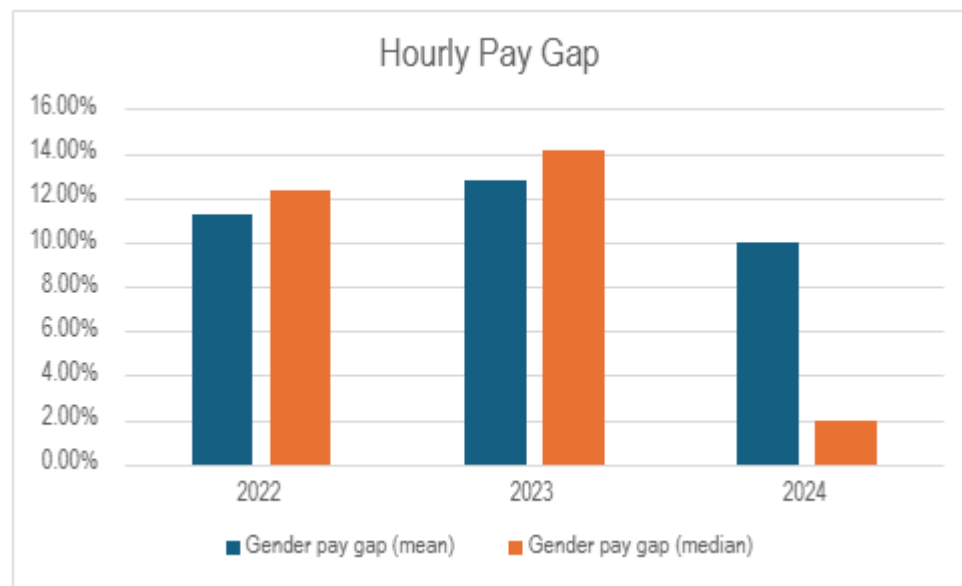
Pay quartiles - rates of pay are placed into a list in order of value and the list is divided into four equal sections (quartiles). Each quartile will contain the same number of individuals. The regulations require us to report how many men and how many women are in each pay quartile, expressed as a percentage within each quartile.

Bonus - the regulations also require us to publish the same measures as above on any bonus payments.

4. Downing College pay gap report – summary figures for 2022 to 2024

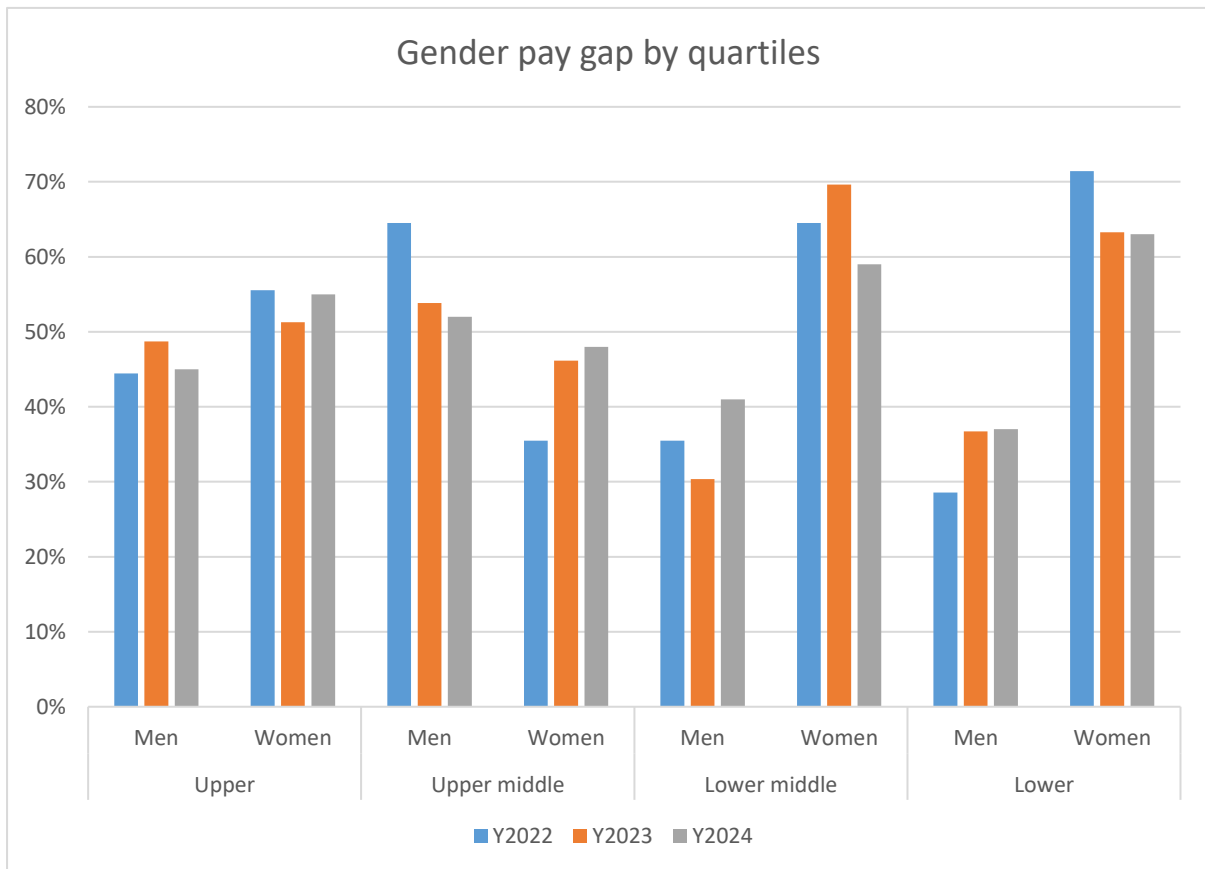
Hourly pay gap 2022 ↑ 2023 ↑ 2024 ↓

Gender pay gap (mean)	11.29%	12.75%	10%
Gender pay gap (median)	12.34%	14.16%	2%



Pay Quartiles **2022** **2023** **2024**

Upper	<i>Men</i>	44%	49%	45%
	<i>Women</i>	56%	51%	55%
Upper middle	<i>Men</i>	65%	54%	52%
	<i>Women</i>	35%	46%	48%
Lower middle	<i>Men</i>	35%	30%	41%
	<i>Women</i>	65%	70%	59%
Lower	<i>Men</i>	29%	37%	37%
	<i>Women</i>	71%	63%	63%



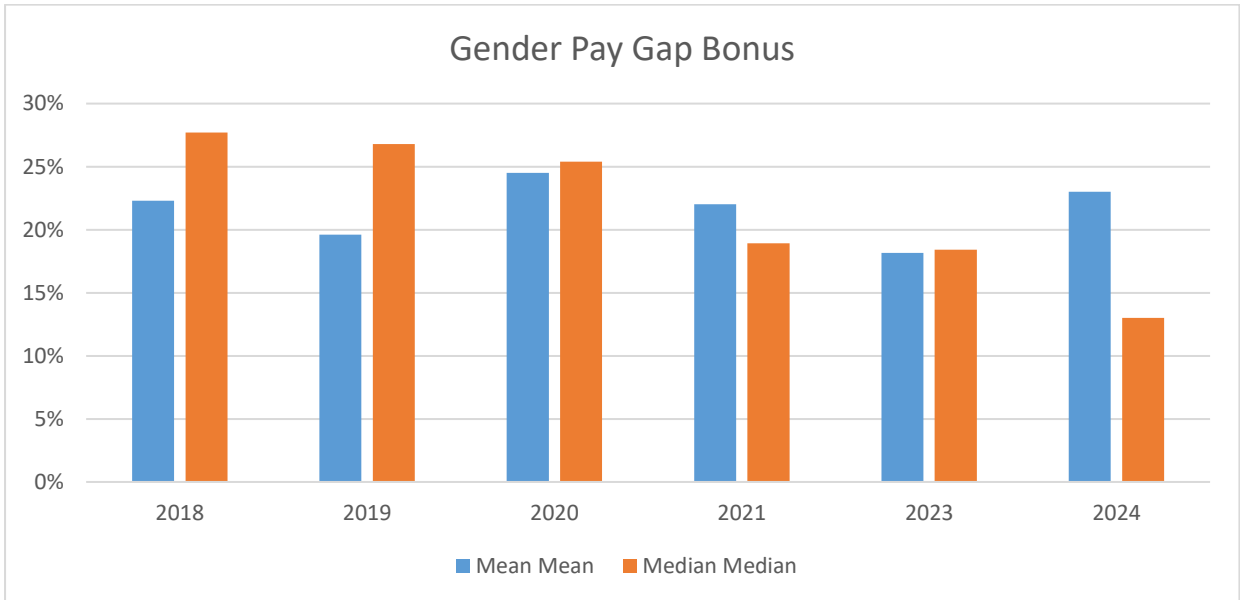
Bonus pay gap

% of staff receiving a bonus	Men	Women
2018	48%	52%

Gender bonus pay gap	Mean	Median
2018	22%	28%

2019	51%	62%
2020	69%	60%
2021	53%	54%
2023	58%	50%
2024	58%	63%

2019	20%	27%
2020	25%	25%
2021	22%	19%
2023	18%	18%
2024	23%	13%



5. Downing College pay gap report for 2024

5.1 Mean and Median Pay Gap figures

At 2%, the median pay gap for the Downing workforce has significantly decreased in 2024. The quartile data from 2023 to 2024 may explain the drop in the median pay gap from 14.6% in 2023 to 2% in 2024. There was a significant increase in the numbers of Casual members of staff during this period, which may have also skewed the median.

The mean pay gap suggests that the overall average earnings for women improved relative to men.

5.2 Pay quartiles

Quartiles represent the pay rates for the workforce from the lowest to the highest split into four equal-sized groups. Pay quartile analysis by gender shows at which pay levels men and women are most concentrated.

The percentage of men in the upper quartile in 2024 decreased slightly from 49% to 45%, indicating potential improvements in pay equity for women.

There was a significant decrease in men's representation in the upper middle quartile, although men still hold a majority. The percentage difference between genders is narrowing, indicating progress towards gender pay in the upper middle quartile.

The data shows that the most significant change is in the lower middle quartile for women. It increased from 30% in 2023 to 41% in 2024. This suggests a substantial improvement in women's representation in this pay bracket. This is a positive indicator that would contribute to reducing the median pay gap.

Women continue to be overrepresented among the lowest earners in the lower quartile. This is predominately due to the number of women employed in the Housekeeping team.

The lower and lower middle quartiles continue to be predominantly female, in part due to the increased staffing in the female dominated Housekeeping roles.

5.3 Bonus

Both the mean and the median gender bonus pay gap has continued to decrease. This continuing decrease can in part be explained by the removal of a link between bonus payment calculations and number of hours worked, as the majority of occupants of part-time College roles are women.

5.4 Conclusion

The overall gender pay gap has decreased significantly in 2024 and is exceptionally large (from 14.6% to 2%). Although there has been a shift in composition of individuals within the different quartiles, further analysis is needed to ascertain and verify the accuracy of the data from 2023 and 2024.