



Downing College

Gender Pay Report 2026 (based on April 2025)

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 based on 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 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 several 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 2025), the UK gender pay gap for all employees in April 2025 was 12.8%, down from 13.1% in 2024. For full-time employees, the median hourly pay gap was 6.9%, a decrease from 7.1% the previous year.

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 of figures for 2023 to 2025

The data collected for this 2025 report looks at all employees on the Downing payroll on 5 April 2025 and includes full and part time employees and casual workers, totalling 348 people. Both academic and non-academic employees are included in the data. The data includes basic pay plus any guaranteed allowances but does not include overtime payments.

A breakdown of the figures is provided below and figures for 2023 and 2024 are also included in the comparison for ease of reference.

Hourly Gender pay gap	2023 ▲	2024 ▼	2025 ▲
Gender pay gap (mean)	12.75%	10%	15%
Gender pay gap (median)	14.16%	2%	7%

Mean and median hourly earnings trends between male and female employees over three years

Pay Quartiles	Gender	Y2023	Y2024	Y2025
Upper	Men	49%	45%	49%
	Women	51%	55%	50%
Upper middle	Men	54%	52%	47%
	Women	46%	48%	52%
Lower middle	Men	30%	41%	25%
	Women	70%	59%	74%
Lower	Men	37%	37%	44%
	Women	63%	63%	55%

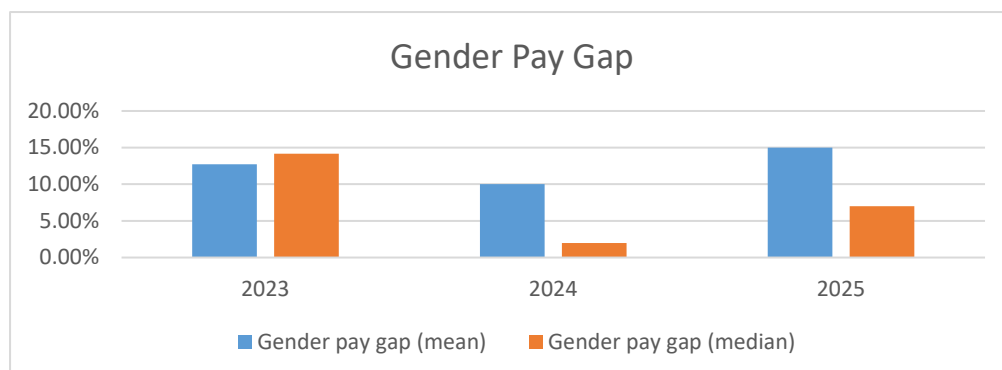
Breakdown of gender per quartile from 2023 to 2025

Bonus pay gap

No bonus payments were made to staff in 2024/2025

5. Downing College pay gap explained

5.1 Mean and Median Pay Gap figures



Comparison of mean and median hourly earnings between male and female employees over three years.

The mean gender pay gap widened to 15% in 2025, indicating a setback in average earnings for women compared to men. Downing College’s mean pay gap is 2.2% higher than the national average. However, the fact that the mean gap exceeds the median suggests that higher paid male employees may be disproportionately influencing and skewing the average.

While the median pay gap showed a dramatic improvement in 2024, it rose to 7% in 2025 but is still a notable improvement from the 14.16% recorded in 2023. Downing College’s median pay gap is almost identical to the national figure for full time employees. This suggests that at the midpoint of earnings, Downing College is in line with the national trends.

As highlighted in the 2024 report, concerns about data accuracy were addressed, leading to more reliable figures in 2025. This allows for better tracking of trends and more informed decision making.

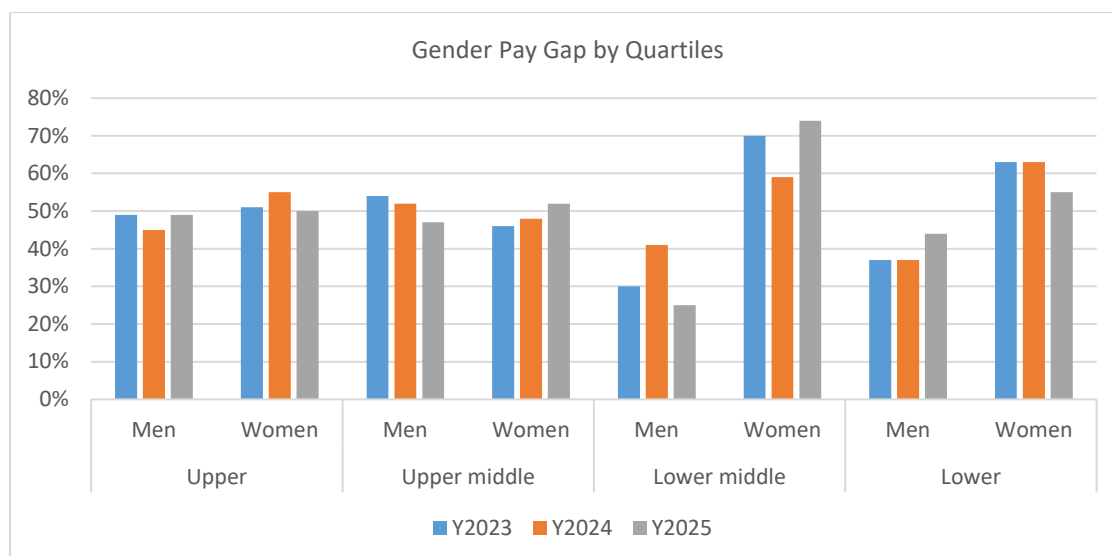
It is, however, important to look at the breakdown of information within the various quartiles to get a better picture of where the College needs to focus its attention.

5.2 Quartile breakdown

Quartiles represent the pay rates for the workforce from the lowest to the highest split into four equal-sized groups (87 in each quartile in 2025). Pay quartile analysis by gender shows at which pay levels men and women are most concentrated.

Pay Quartiles	Gender	Y2023	Y2024	Y2025
Upper	Men	49%	45%	49.6%
	Women	51%	55%	50.4%
Upper middle	Men	54%	52%	47%
	Women	46%	48%	52%
Lower middle	Men	30%	41%	25%
	Women	70%	59%	74%
Lower	Men	37%	37%	44%
	Women	63%	63%	55%

Breakdown of males’ vs females’ per quartile from 2023 to 2025



Distribution of male and female staff across four pay quartiles, highlighting changes in representation between 2023 and 2025

Upper Quartile

Representation remained stable for men. Women's representation decreased slightly by 1.96%, returning to near parity in 2025.

Upper Middle Quartile

A significant shift occurred in the upper middle quartile, women's representation increased by 13.04%, overtaking men in 2025. This reflects progress in gender equity in higher-middle earning roles. The increase in women's representation in the upper middle quartile is a positive sign. This shift helps reduce the median pay gap, as more women move into better paid roles. If this trend continues, it could lead to sustained narrowing of both mean and median gaps.

Lower Middle Quartile

Women continue to dominate this quartile, with a 5.71% increase in representation. Men's representation dropped by 16.67% reinforcing the gender imbalance in mid-level roles.

Lower quartile

Women consistently outnumber men among the lower earners, though the gap narrowed in 2025 by 12.7%. This may reflect concentration in roles like Housekeeping, which are lower paid but predominately female. However, men's representation increased by 18.92% suggesting a slight shift toward balance.

Women remain overrepresented in lower and middle lower quartiles, especially in 2025, This concentration in lower paid roles drags down average earnings, contributing to the higher mean pay gap in 2025.

6. Conclusion

Downing College has made progress in addressing gender pay gap disparities, particularly in the upper middle quartile, where women's representation increased significantly in 2025. The median pay gap has improved since 2023 and is now closely aligned with the national average, suggesting better equity at the midpoint of earnings. However, the mean gender pay gap widened to 15% in 2025, exceeding the UK average of 12.8%. This suggests that higher paid male employees may be disproportionately influencing the average, and that women remain overrepresented in lower paid roles e.g. Housekeeping. Moving forward we will continue to monitor gender pay and consistently record gender representation in the top ten positions during recruitment cycles to ensure transparency.

Downing College is confident across the College, that both academic and non-academic employees, regardless of gender receive equal pay for the same or equivalent roles at every level of the organisation. This is supported by the benchmarking exercise conducted in 2025 and the recently implemented grading system.



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