



## Downing College Gender Pay Report 2021 (based on April 2020)

### Summary

The key finding is that, owing to COVID-19 pandemic effect on College activities, over the reporting year 2019/2020, the gender pay gap has increased.

Specifically, owing to loss of conference activity, there was a reduction in seasonal activity amongst the lower-paid (and traditionally mixed-gender) casual worker group by around 29% during April 2020 from the same period last year.

This reduction in casual workers has also meant that the female worker prevalence amongst Domestic Assistants (who form the vast majority of the lowest-paid permanent staff group) has had an even larger than usual effect on the gender pay differentials in the lower and lower-middle quartiles.

### 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 in order to help employees combine a career with domestic and other responsibilities.

During 2019, the College concluded a review of the Staff bonus scheme as part of the Gender Pay strategy. The impact of this (which will apply to payments from November 2021 onwards) will affect gender pay bonus figures from the April 2022 snapshot date. (There were no bonus payments in 2020).

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

## The Gender Pay Gap

The Gender Pay Gap is the difference in pay between men and women. It is influenced by a range of factors, including the demographics of the workforce. It is different from Equal Pay, which is about a man and a woman receiving the same pay for the same or similar job.

### Mean and Median Pay Gap figures

The **Median Pay Gap** is the difference in the 'middle value' pay rate for women compared to that for men.

The pay gap for the workforce as a whole has risen above the latest ONS-reported UK-average figure of 15.5%. This level is driven by the Support staff group who form 97% of the total full-pay relevant employees.

The **Mean Pay Gap** is the difference in the average hourly pay for women compared to men. With the exception of the Academic staff group (3% of the total group), the mean has increased.

Both the mean and median figures are affected by changes in gender composition resulting from leavers and joiners over the course of the year. However, as stated in the Summary, a reduction in lower paid, mixed gender casual worker group activity by around 29% during April 2020 (due to loss of conference activity) compared with the previous April is a contributory factor to this year's widening mean and in particular the median, gender pay gaps.

Gender pay gap	All staff	
	Median	Mean
2020	18.7%	14.0%
2019	8.6%	8.0%
2018	14.2%	14.9%

### 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 proportion of women and men in each pay quartile should be considered in the context of an overall gender split in the total full-pay relevant employees, of 62% women, up from 56% in 2019.

Upper quartile – comprises more women than men males, by a small but slightly increased margin.

Upper-middle quartile – the gender split has equalised.

Lower-middle quartile – continues to comprise more women than men, and with an increased margin. Last year, this included some casuals plus only the lowest-paid grade permanent staff roles. This year there are no casuals, and it extends to a small number of higher-graded roles.

Lower quartile - continues to comprise more women than men, and with an increased margin. This year, it includes a small number of permanent staff; last year it contained solely casuals.

Quartile		All staff	
		Women	Men
Upper	2020	<b>51.8%</b>	<b>48.2%</b>
	2019	50.8%	49.2%
	2018	45.9%	54.1%
Upper Middle	2020	<b>49.1%</b>	<b>50.9%</b>
	2019	39.3%	60.7%
	2018	44.3%	55.7%
Lower Middle	2020	<b>73.7%</b>	<b>26.3%</b>
	2019	67.2%	32.8%
	2018	73.8%	26.2%
Lower	2020	<b>74.1%</b>	<b>25.9%</b>
	2019	56.5%	43.5%
	2018	62.3%	37.7%

## Bonuses

All relevant support staff, who had served all or part of the 2018/19 financial year and who remained in post at the time the bonus was awarded (November 2019), were paid a bonus. This excludes Casuals. In all cases where a bonus was not received was a commencement in employment date of after 30 June 2019.

This year, proportionately fewer women than received a bonus. (Again, the change in Casuals numbers will have contributed towards this).

Proportion of relevant employees receiving a bonus	All staff	
	Women	Men
2020	<b>60.2%</b>	<b>68.5%</b>
2019	61.5%	51.3%
2018	52.4%	48.2%

Of those receiving a bonus, a higher average amount was received by men than women although the gap has reduced very slightly.

The bonus payments were linked proportionately to salary (although this factor has been removed for future bonus payment calculations) and to hours. The majority of occupants of part-time College roles are women.

Gender bonus pay gap	All staff	
	Median	Mean
2020	<b>25.4%</b>	<b>24.5%</b>
2019	26.8%	19.6%
2018	27.7%	22.3%