



Downing College Gender Pay Report 2022 (based on April 2021)

Summary

The gender pay gap has reduced slightly from last year.

The greatest change has been seen at the lower quartile pay level. This is attributed to the impact of a staffing restructure necessitated by the pandemic's effect on College activities, particularly conference services, such that a number of jobs that traditionally sit at this level, including over 20 twenty domestic assistant roles, all held by women, were lost. The College is now in the process of rebuilding services.

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 (intended to apply to payments from November 2020 onwards) will affect gender pay bonus figures from the April 2023 snapshot date. (Owing to the impact of the pandemic, there were no bonus payments in 2020 or 2021).

The College is committed to closing the Gender Pay Gap and 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 is within the latest ONS-reported UK-average figure of 15.5%. This level is driven by the Support staff group who form 94% 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, the mean has increased.

Both the mean and median figures are affected by changes in gender composition resulting from leavers (including through the pandemic-related restructure) and joiners over the course of the year.

Gender pay gap	All staff	
	Median	Mean
2021	13.5%	10.9%
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 58% women, 42% men.

Upper quartile - Comprises more women than men, by a slightly increased margin in line with the year-on-year trend.

Upper-middle quartile – For the first time since reporting commenced, women outnumber men albeit marginally.

Lower-middle quartile – This level has seen a substantial change to an almost even gender split. This is attributed to the impact of the pandemic-related restructure.

Lower quartile - Continues to comprise more women than men. Jobs within this category are casual roles (Catering and Gallery) and a proportion of the Domestic Assistant/House Porter /Kitchen Porter roles.

Quartile	All staff	
	Women	Men
Upper		
2021	54.35%	45.65%
2020	51.80%	48.20%
2019	50.80%	49.20%
2018	45.90%	54.10%
Upper Middle		
2021	51.11%	48.89%
2020	49.10%	50.90%
2019	39.30%	60.70%
2018	44.30%	55.70%
Lower Middle		
2021	51.11%	48.89%
2020	73.70%	26.30%
2019	67.20%	32.80%
2018	73.80%	26.20%
Lower		
2021	75.56%	24.44%
2020	74.10%	25.90%
2019	56.50%	43.50%
2018	62.30%	37.70%

Bonuses

No relevant support staff were paid a bonus in 2020. This is due to the substantial loss of revenue as a result of the Covid-19 pandemic.

Gavin Flynn
Senior Bursar