



Downing College

Gender Pay Report 2023 (based on April 2022)

1. Summary

The overall college gender pay gap shows little change from last year despite significant workforce growth to build back hospitality services to pre-pandemic staffing levels.

2. 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.

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

3. 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.

3.1 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.

At 12.34%, the pay gap for the workforce as a whole has marginally reduced and remains within the latest ONS-reported UK-average figure of 15.4%.

The **Mean Pay Gap**, which is the difference in the average hourly pay for women compared to men, has increased.

Gender pay gap (All staff)	Median	Mean
2022	12.34%	11.29%
2021	13.50%	10.90%
2020	18.70%	14.00%
2019	8.60%	8.00%
2018	14.20%	14.90%

The full-pay relevant employees comprise two groups:

- Academic staff, with a bigger gender pay gap, which comprises just fourteen roles (5.6% of all full-pay relevant employees): Master, Senior Tutor, Admissions Tutors, CTO's and Research Fellows. Of these, four posts are held by women.
- Support staff, with significantly lower median and mean figures of 6.43% and 4.52% respectively.

Pay Gap 2022	Academic staff	Support staff
Median	16.18%	6.43%
Mean	20.59%	4.52%

3.2 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.

Between the 2021 and 2022 snapshot dates, the number of full-pay relevant employees grew by 38%, within which the number of casual workers, who are the lowest paid group, grew by 185% to form just under a third of the total. As a result, the female-dominated Domestic Assistant staff moved up to the lower-middle quartile, and consequently a number of male-dominated roles moved into the upper-middle quartile.

The upper quartile, which continues to comprise more women than men, shows a slightly increased margin in line with the year-on-year trend.

Owing the small size of the academic staff pool, separate quartile analysis is not available. However, in terms of analysis for support staff alone, women can be seen to account for 59.32% of the top quartile.

Women comprise 44% of the top 10% highest hourly rate earners. This figure rises to 58% when academic staff are excluded.

Quartiles (2022)	Women	Men
Upper	55.56%	44.44%
Upper Middle	35.48%	64.52%
Lower Middle	64.52%	35.48%
Lower	71.43%	28.57%

Quartiles	Women	Men
Upper		
2022	55.56%	44.44%
2021	54.35%	45.65%
2020	51.80%	48.20%
2019	50.80%	49.20%
2018	45.90%	54.10%
Upper Middle		
2022	35.48%	64.52%
2021	51.11%	48.89%
2020	49.10%	50.90%
2019	39.30%	60.70%
2018	44.30%	55.70%
Lower Middle		
2022	64.52%	35.48%
2021	51.11%	48.89%
2020	73.70%	26.30%
2019	67.20%	32.80%

2018	73.80%	26.20%
Lower		
2022	71.43%	28.57%
2021	75.56%	24.44%
2020	74.10%	25.90%
2019	56.50%	43.50%
2018	62.30%	37.70%

Support staff	Women	Men
Upper	59.32%	40.68%
Upper Middle	37.29%	62.71%
Lower Middle	69.49%	30.51%
Lower	69.49%	30.51%

3.3 Bonuses

No relevant employees were paid a bonus in 2021. This is due to the substantial loss of revenue as a result of the Covid-19 pandemic.

Gavin Flynn, Senior Bursar