



Downing College

Gender Pay Report 2024 (based on April 2023)

1. Summary

The overall college gender pay gap has shown a slight increase since last year, with an increase in the mean figure of 1.46% and 1.82% for the median.

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 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.

3. 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.

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 role are dominated by a single sex.

4. Reporting on Gender pay

Since 2018 public, private and voluntary sector organisations with 250 or more employees have had to report on their gender pay gaps annually.

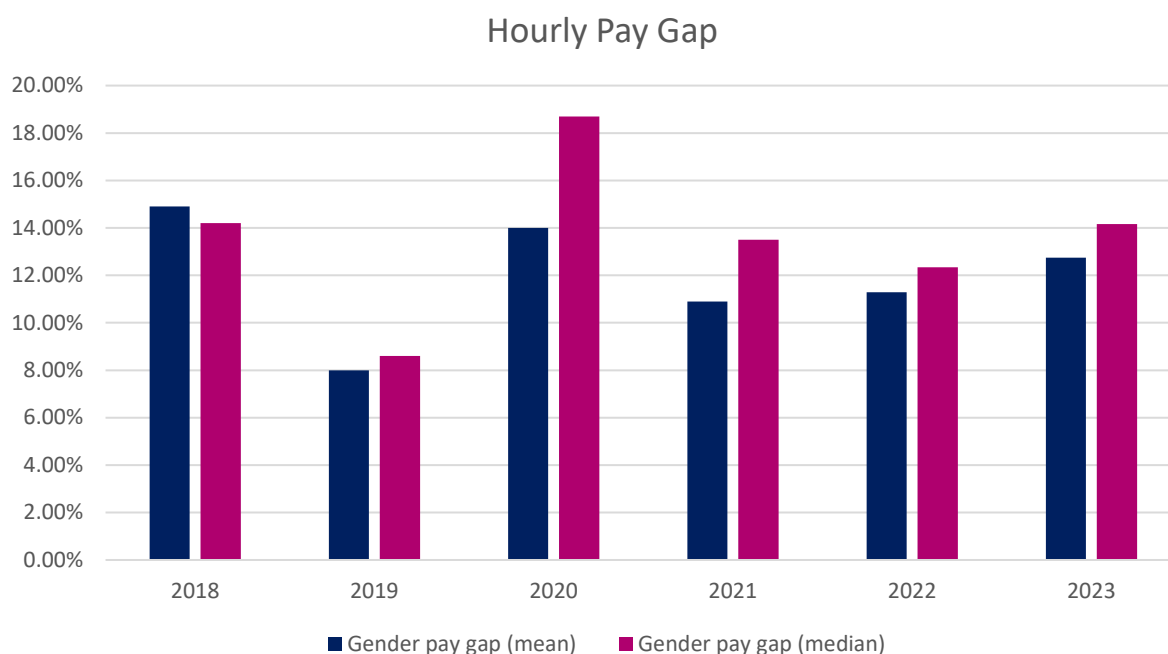
The regulations require us to report the difference between the mean and median hourly rate of men compared to the mean and median hourly rate of women, expressed as a percentage of the men's figure

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.

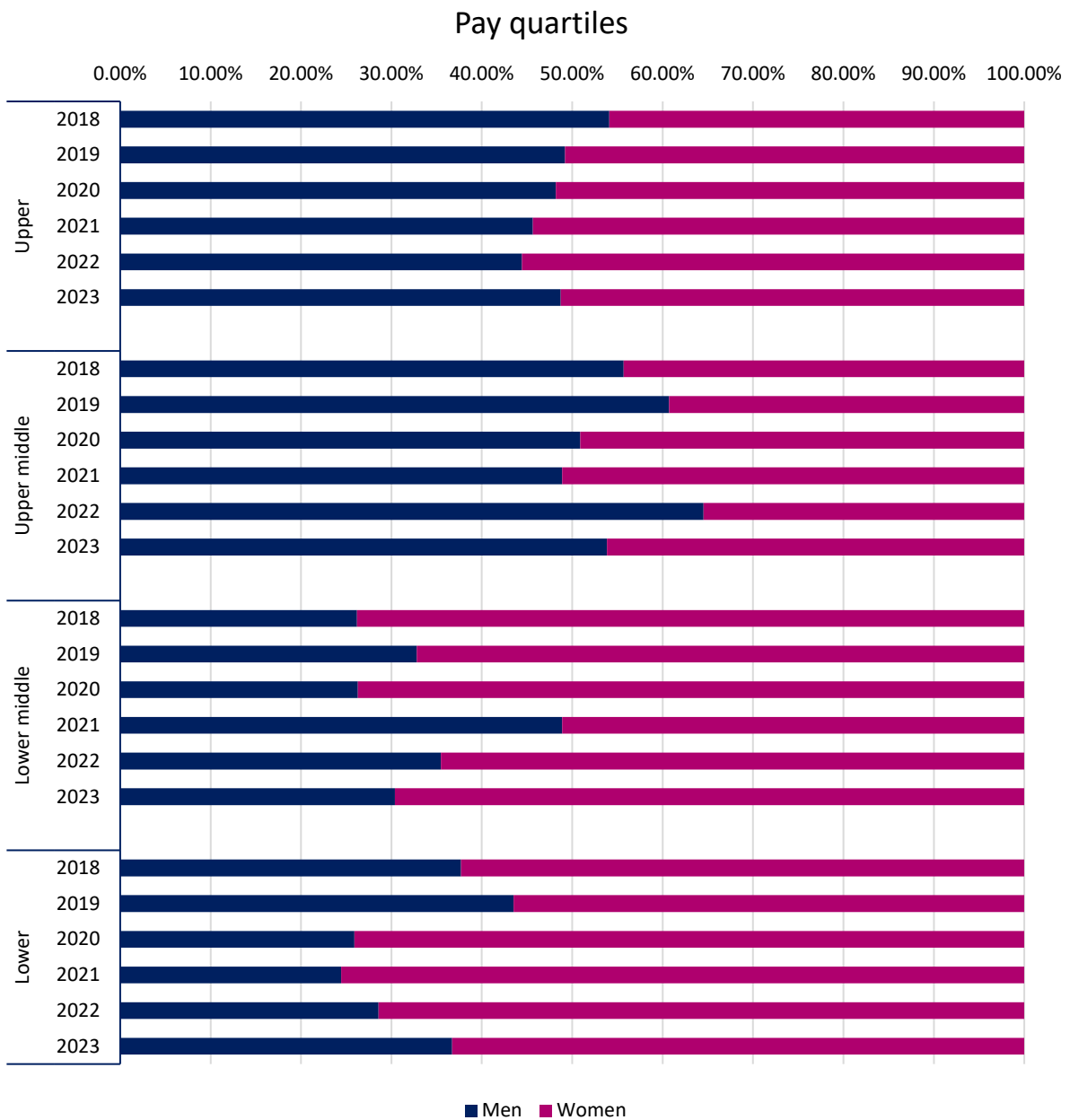
Bonus - the regulations also require us to publish the same measures as above on any bonus payments.

5. Downing College pay gap report – summary figures for 2018 to 2023

Hourly pay gap	2018	2019 ↓	2020 ↑	2021 ↓	2022 ↑	2023 ↑
Gender pay gap (mean)	14.90%	8.00%	14.00%	10.90%	11.29%	12.75%
Gender pay gap (median)	14.20%	8.60%	18.70%	13.50%	12.34%	14.16%



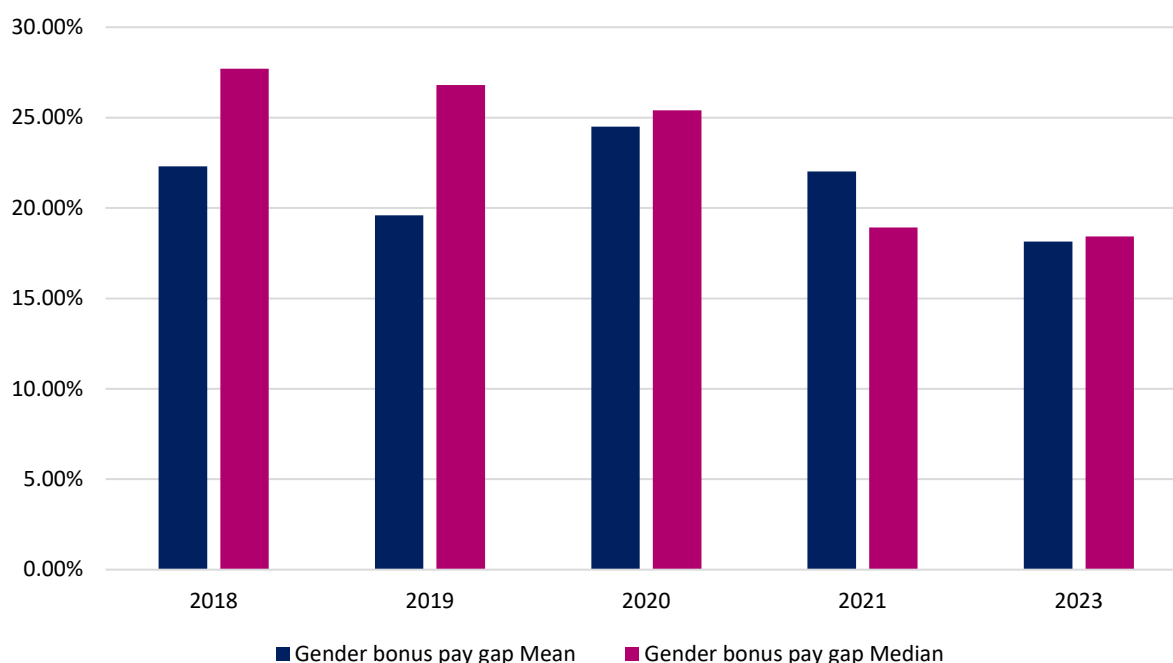
Pay quartiles		2018	2019	2020	2021	2022	2023
Upper	Men	54.10%	49.20%	48.20%	45.65%	44.44%	48.72%
	Women	45.90%	50.80%	51.80%	54.35%	55.56%	51.28%
Upper middle	Men	55.70%	60.70%	50.90%	48.89%	64.52%	53.85%
	Women	44.30%	39.30%	49.10%	51.11%	35.48%	46.15%
Lower middle	Men	26.20%	32.80%	26.30%	48.89%	35.48%	30.38%
	Women	73.80%	67.20%	73.70%	51.11%	64.52%	69.62%
Lower	Men	37.70%	43.50%	25.90%	24.44%	28.57%	36.71%
	Women	62.30%	56.50%	74.10%	75.56%	71.43%	63.29%



Bonus pay gap

% of staff receiving a bonus	Men	Women	Gender bonus pay gap	Mean	Median
2018	48.20%	52.40%	2018	22.30%	27.70%
2019	51.30%	61.50%	2019	19.60%	26.80%
2020	68.50%	60.20%	2020	24.50%	25.40%
2021	52.68%	54.30%	2021	22.02%	18.92%
2023	57.89%	50.28%	2023	18.15%	18.42%

Gender bonus pay gap



6. Downing College pay gap report for 2023

6.1 Mean and Median Pay Gap figures

At 14.16%, the median pay gap for the Downing workforce has increased in 2023 but remains lower than the latest ONS-reported UK-average figure of 14.9% (October 2022).

Although the mean pay gap has also increased this year to 12.75%, it is also lower than the latest ONS-reported UK-average figure of 13.9% (October 2022). Out of the top ten highest earners across the Downing workforce, only three of these are female (30%), whereas women make up 58% of the workforce.

Our workforce comprises two main staff groups: academic and support staff. Analysis of the gender pay gap for these separate staff groups shows that mean pay gap for academic staff (17.76%) is significantly higher than for support staff (9.49%). However, the academic staff group comprises just 16 members, only four of whom are women and the top four highest earners in this group are male.

Workforce 2023	All staff	Academic staff	Support staff
Gender pay gap (mean)	12.75%	17.76%	9.49%
Gender pay gap (median)	14.16%	2.73%	9.98%

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

The upper quartile, which continues to comprise more women than men, shows a slightly decreased margin for the first time in the last 6 years.

6.3 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.



Gavin Flynn
Senior Bursar
18 October 2023