



## JESUS COLLEGE CAMBRIDGE

Data collected by Jesus College on 31 March 2021 shows that we are reporting a mean gender pay gap of 12.39%, this represents a small increase from last year's figures. The median gender pay gap has shown an improvement to 12.18% compared to last year's reported figure of 18.01%.

The principal reason that our gender pay gap exists is due to the large number of women working in part-time roles at lower pay rates, particularly in the Housekeeping department.

Bonus payments for staff only make up a small proportion of pay. College Fellows do not receive a bonus payment. Many of the College's Fellows are primarily employed by Cambridge University, which has also reported on its gender pay gap.

Jesus College is fully committed to equality of opportunity and fairness, and we work hard to ensure that our employment policies and practices are fair, equitable and consistent. The College has very generous family friendly policies, fair and transparent pay and reward structures, and a positive equality, dignity and respect at work culture. We will use this gender pay gap study, and continued staff feedback, to further build on these areas.

### Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'S Alleyne', written in a cursive style.

Sonita Alleyne OBE  
Master

**SONITA ALLEYNE OBE, THE MASTER**

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