

## Jesus College – Gender Pay Gap

### Written Statement

Data collected by Jesus College on 31 March 2017 shows that the College had a workforce of 136 women and 132 men, with a mean gender pay gap of 19.1% and a median gender pay gap of 22.8%.

The principal reason for the gap is the large number of women working in part-time roles at lower pay rates, particularly in the Housekeeping Department, which employs a fifth of the College's overall workforce. If the College were able to eliminate the pay gap in Housekeeping, then the result would be a mean gender pay gap of 4.8% and a median gender pay gap of -4.6%.

Bonus payments for staff only make up a small proportion of pay (2 - 3%). College Fellows (mostly academics) do not receive a bonus payment.

Many of the College's Fellows are employed by the University, which has also reported on its gender pay gap: <http://www.inclusivecambridge.admin.cam.ac.uk/gender-equality-reporting>.

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 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.



Professor Ian White FREng  
Master