



Data collected by Jesus College on 31 March 2020 shows that we are reporting a mean gender pay gap of 10.3%, showing a reduction from 12.54% in March 2019. The median gender pay gap also shows a reduction from 21.65% in March 2019 to 18.01% in March 2020.

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 (2 - 3%). 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.

Sonita Alleyne OBE

Master