

2018 Gender Pay Gap Reporting

Jesus College – Written Statement and Declaration

Data collected by Jesus College on 31 March 2018 shows that we have a mean gender pay gap of 15.6% and a median gender pay gap of 21.7%. This shows a narrowing of the gender pay gap compared to March 2017.

The principal reason why our gender pay gap exists is due to the large number of women working at lower pay rates, particularly in the Housekeeping department, which employs 32% of the staff workforce. Discounting the Housekeeping staff, then the result would be a mean gender pay gap of 3.5% and a median pay gap of -0.1%.

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 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.

I. H. White

Professor Ian White FEng
Master