Trinity College has compiled the following gender pay gap report for the 2016/17 pay year. The College is committed to ensuring equal opportunities for its staff and students and has produced this report on a voluntary basis, in the format specified by the current guidelines.

2016/17 Gender Pay Gap Statistics

1. **Average gender pay gap as a mean average:**
   
The mean average hourly rate paid to female employees is 16.6% lower than the mean average hourly rate paid to male employees.

2. **Average gender pay gap as a median average:**
   
The median average hourly rate paid to both male and female employees is identical (a 0% gap).

3. **Average bonus gender pay gap as a mean average:**
   
   Where applicable, the mean average bonus paid to female employees is 16.9% lower than the mean average bonus paid to male employees.

4. **Average bonus gender pay gap as a median average:**
   
   Where applicable, the median average bonus paid to female employees is 31.4% lower than the median average bonus paid to male employees.

5. **Staff receiving a bonus:**
   
   Of the staff who received a bonus payment, 66% were male and 34% were female.

6. **Pay quartiles:**
   
The total payroll was divided into four quartiles, arranged from lowest to highest, and the proportion of male and female staff in each quartile was assessed as follows:

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Female</th>
<th>Male</th>
<th>Female %</th>
<th>Male %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lower quartile (lowest hourly rate)</td>
<td>46</td>
<td>52</td>
<td>46.9%</td>
<td>53.1%</td>
</tr>
<tr>
<td>Lower middle quartile</td>
<td>57</td>
<td>41</td>
<td>58.2%</td>
<td>41.8%</td>
</tr>
<tr>
<td>Upper middle quartile</td>
<td>26</td>
<td>72</td>
<td>26.5%</td>
<td>73.5%</td>
</tr>
<tr>
<td>Upper quartile (highest hourly rate)</td>
<td>30</td>
<td>68</td>
<td>30.6%</td>
<td>69.4%</td>
</tr>
</tbody>
</table>

| Grand Total | 159 | 233 | 40.6% | 59.4% |

There are more male (59.4%) than female (40.6%) employees. As can be seen, there is a higher proportion of male employees in the third and fourth quartiles. The majority of female staff, 64.8% of a total of 159 females, are in the lower quartiles as compared to 39.9% of a total of 233 male employees. Only 35.2% of all female employees are in the higher quartiles by comparison to 60.1% of total male employees in the same. This has a significant negative impact on the mean average pay for female employees.
**Actions to Reduce the Gender Pay Gap**

Trinity College is committed to pay equality where roles are equivalent and has benchmarked its pay rates accordingly. This commitment is reflected in the 0% gap between the median pay rates of men and women. However, a gap persists between the average pay rates, reflecting the greater proportion of men than women employed in roles which attracted higher pay rates in 2016/17. To some extent this imbalance has been addressed in the 2017/18 year by the employment of an increased number of women in senior roles, including the new President and Domestic Bursar.

Although representing a small proportion of the College’s total pay expenditure, the current bonus scheme demonstrates a clear gap between payments to men and women, with women receiving an average of 16.9% lower bonuses than men. This gap will be addressed in a review of the bonus scheme which will take place during the summer of 2018.

Trinity College
29th March 2018