

Trinity College

Gender Pay Gap Report

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:

Quartile	Female	Male	Female %	Male %
Lower quartile (lowest hourly rate)	46	52	46.9%	53.1%
Lower middle quartile	57	41	58.2%	41.8%
Upper middle quartile	26	72	26.5%	73.5%
Upper quartile (highest hourly rate)	30	68	30.6%	69.4%
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