

# Trinity College

## Gender Pay Gap Report

Trinity College has compiled the following gender pay gap report for the 2017/18 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.

### **2017/18 Gender Pay Gap Statistics**

#### **1. Average gender pay gap as a mean average:**

The mean average hourly rate paid to female employees is 8.5% lower than the mean average hourly rate paid to male employees (2016/17: 16.6%).

#### **2. Average gender pay gap as a median average:**

The median average hourly rate paid to both male and female employees is almost identical with a 0.04% gap (2016/17: 0.1% gap).

#### **3. Average bonus gender pay gap as a mean average:**

Where applicable, the mean average bonus paid to female employees is 15.8% (2016/17: 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 28.3% (2016/17: 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, 61.7% were male and 38.3% were female. (2016/17: 66% and 34%, respectively)

#### **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:

2017/18

Quartile	Female	Male	Female %	Male %
Lower quartile (lowest hourly rate)	42	55	43.3%	56.7%
Lower middle quartile	41	56	42.3%	57.7%
Upper middle quartile	38	59	39.2%	60.8%
Upper quartile (highest hourly rate)	36	60	37.5%	62.5%
<b>Grand Total</b>	<b>157</b>	<b>230</b>	<b>40.6%</b>	<b>59.4%</b>

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. 53% of a total of 157 females, are in the lower quartiles as compared to 48.3% of a total of 230 male employees. Only 47% of all female employees are in the higher quartiles by comparison to 51.7% of total male employees in the same. This has a significant negative impact on the mean average pay for female employees.

2016/17

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%
<b>Grand Total</b>	<b>159</b>	<b>233</b>	<b>40.6%</b>	<b>59.4%</b>

Comparing these statistics over the last two years, there has been progress made towards closing the gender pay gap and a significant increase in the number of females in the higher quartiles with the aim of arriving at an equilibrium between genders within the pay quartile analysis in future years.

#### **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 0.04% gap between the median pay rates of men and women. The gap between the mean average pay rates has narrowed considerably from 16.6% in 2016/17 to 8.5% in 2017/18, which represents progress in equalising pay.

Although representing a small proportion of the College's total pay expenditure, the bonus scheme in place during the 2017/18 year again demonstrated a clear gap between payments to men and women, with women receiving an average of 15.8% lower bonuses than men. During the summer of 2018 the bonus scheme was discontinued, which will address this issue.

**Trinity College**  
**21<sup>st</sup> March, 2019**