

2024 GENDER PAY GAP REPORT

1.0 Background

Regulations introduced in 2017, under the Equality Act 2010, require public, private and voluntary sector organisations, with 250 or more employees, to report annually on their gender pay gap using a specified 'snapshot date' relevant to their sector.

The gender pay gap differs from the issue of equal pay. Equal pay deals with the pay differences between men and women who carry out work of equal value, the same or broadly similar work or work rated as "of equivalent value" by a job evaluation study. The gender pay gap shows the differences in the average pay between men and women and reflects issues of representation rather than of equal pay. There are six different measures of the gender pay gap (mean and median gender pay gap, mean and median bonus gap, bonus proportions and quartile pay bands).

The figures provided in this statement are based on hourly rates of pay as at 5 April 2024 and bonuses paid in the twelve months to 5 April 2024.

2.0 Gender Pay Gap Data: Definitions

Mean gender pay gap: The difference between the mean hourly rate of pay for male full-pay relevant employees and that of female pay relevant employees.

Median gender pay gap: The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Mean bonus gap: The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

Median bonus gap: The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

Bonus proportions: The proportions of male and female relevant employees who were paid bonus pay during the relevant period.

Quartile pay bands: The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

3.0 Gender Pay Gap Data: Christ's College

The data for Christ's College is set out below:

Mean Gender Pay Gap for Hourly Pay	12.07%
Median Gender Pay Gap for Hourly Pay	19.53%
Mean Gender Pay Gap for Bonus Pay	15.26%
Median Gender Pay Gap for Bonus Pay	23.29%
Bonus Proportions	Male 33.3% Female 23.98%
Quartile Pay Bands	
<i>Lower Hourly Pay Quarter</i>	Male 32.4% Female 67.6%
<i>Lower Middle Hourly Pay Quarter</i>	Male: 65.4% Female: 34.6%
<i>Upper Middle Hourly Pay Quarter</i>	Male: 56.2% Female: 43.8%
<i>Upper Hourly Pay Quarter</i>	Male: 60.6% Female: 39.4%

4.0 Commentary

To provide context, the overall percentages for male/female staff for the College are as follows: 53.6% men, 46.4% women.

A notable reason that the College's mean and median gender pay gap exists is the large number of women working in part-time roles at lower pay rates, particularly in the Housekeeping department. This commentary explains the high proportion of females in the lower hourly pay quarter. Another reason for the overall gender pay gap is the greater proportion of men in the upper hourly pay quarter.

For the purpose of gender pay reporting, bonus pay includes any rewards related to: profit sharing; productivity; performance; incentive; commission; and long service awards with a monetary value. The annual, discretionary Staff Bonus, the Commercial Dining Gratuities Bonus scheme; and the UTO Incentive Payments were the three most significant bonus payments included in the data.

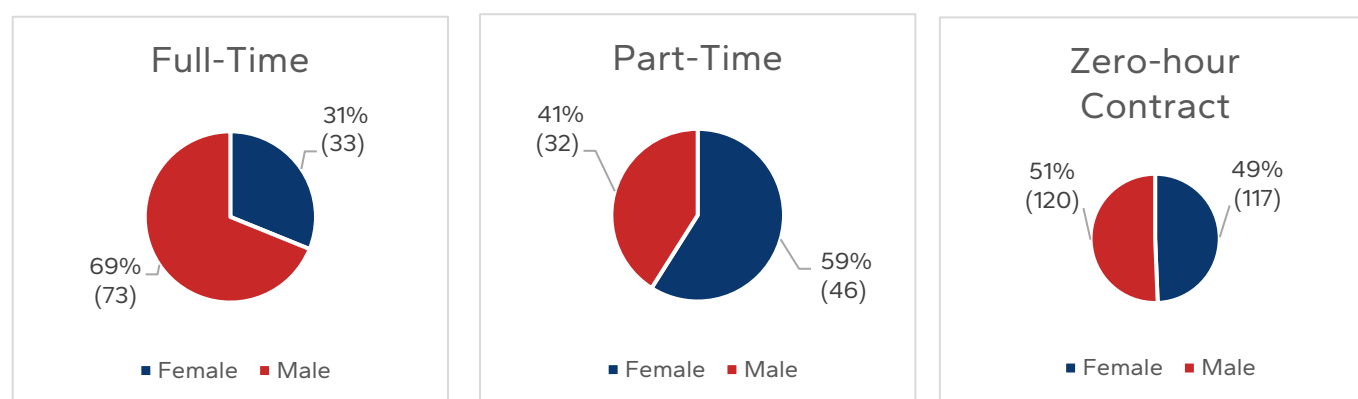
The Staff Bonus is calculated and paid based on contractual hours. The majority of part-time staff members are female and all Bedmakers (with the exception of one) are part-time. They received a smaller, pro-rated Staff Bonus Payment in comparison to full-time staff members which is reflected in the higher percentages for gender pay gap for bonus.

To support the commentary above, below is data detailing the male/female split by employment mode (full time, part time and zero-hour contract) and type of role. The data confirms the assessment that more men work at Christ's

College under full-time contracts than women which is of relevance for the gender pay gap, particularly for bonus pay.

Section	Fellows/Academics		Student Services		Operations		Administration	
Gender	Female	Male	Female	Male	Female	Male	Female	Male
Full-Time	6	9	9	1	13	54	5	9
Part-Time	20	23	3	0	20	5	3	4
Zero-Hour Contract	14	26	91	70	12	24	0	0
Total	40	58	103	71	45	83	8	13
% Female	41%		59%		35%		38%	

Working Patterns - All Relevant Employees:



The Commercial Dining Gratuity Bonus scheme is payable to specific roles including Catering staff (Kitchen, Front of House and Buttery/Bar), the Commercial Accountant, the Financial Administrator (Commercial), the Events and Catering Officer, and the Hospitality, Marketing and Administration Assistant. On the snapshot date, the majority of these roles were held by male members of staff. These staff members received a higher combined individual bonus than staff members in other departments as they were eligible for both the Gratuity Bonus and the Staff Bonus.

UTO Incentive Payments are paid each year to newly appointed UTOs for the first three years of their College appointment. Three UTO incentive bonuses were paid in the twelve months to 5 April 2024, two of which were to male UTOs and one to a female UTO.

The commentary and data above explains why the mean and median gender pay percentages for bonus pay are greater than the mean and median gender pay figures for hourly pay. In general, men received higher bonus payments due to a greater prevalence of full-time working and, in some cases, received the additional Gratuity Bonus due to their job role and responsibilities.

5.0 Actions

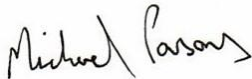
Christ's College is fully committed to equality of opportunity and fairness, and works hard to ensure that its employment policies and practices are fair, equitable and consistently applied to all. The College offers generous family friendly policies and operates fair and transparent schemes for pay and reward. The College is committed to a positive culture of equality, dignity and respect at work.

The College will use this gender pay gap study, in addition to feedback from staff, Fellows and students, and data about recruitment, promotions, and staff turnover, to develop an action plan and make further progress in these areas. The College's Care+ Committee will be involved in this work, due to their focus on promoting equality, diversity, inclusion and equity.

6.0 Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:

A handwritten signature in black ink that reads "Michael Parsons". The signature is written in a cursive style with a large, stylized 'P'.

Michael Parsons
Bursar

Date: 5 March 2025