



2019 Report

Data relating to the College's gender pay gap is also published on: <https://gender-pay-gap.service.gov.uk/>

Background to the Gender Pay Gap Reporting

From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. Trinity College, Cambridge falls under this category.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. For example, 'women earn 15% less than men per hour'.

Trinity College, Cambridge 2019 Report

There has been an improvement year on year in reducing our gender pay gap since reporting began in 2017, and the Higher Education Role Analysis outcome will continue to drive down the gender pay gap for College.

Hourly wages pay gap

Using the recognised methodology, for 2019 we are reporting:

- Women's median hourly rate is 16.5% lower than men's
- Women's mean hourly rate is 13% lower than men's

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

Proportion of women in each pay quarter

Pay quarters are calculated by splitting all employees in an organisation into four even groups according to their level of pay

The table below shows the gender differences in different pay quartiles:

Pay Quartile	Men	Women
Top quarter (highest paid)	54.2%	45.8%
Upper middle quarter	59.8%	40.2%
Lower middle quarter	50.5%	49.5%
Lower quarter (lowest paid)	16.5%	83.5%

Bonus pay gap

No bonuses were paid.