



Gender Pay Report 2019

Clare College

This statement gives information relating to Clare College's statutory disclosure of the gender pay gap for the College. The overall percentage of male (52.5%) and female (47.5%) employees is similar but differs across departments.

The gender pay gap at Clare College

The table below shows the overall median and mean gender pay gap, as well as the gender bonus gap, based on hourly rates of pay of those employed on the snapshot date of 5 April 2018.

	Mean %	Median %
Gender pay gap	14.5%	19.0%

Pay quartiles	Men %	Women %
Top quartile	54.3%	45.7%
Upper middle quartile	64.4%	35.6%
Lower middle quartile	65.2%	34.8%
Lower quartile	26.1%	73.9%

	Mean %	Median %
Bonus pay gap	5.3%	15.4%

	Men %	Women %
% Receiving bonus pay	35.0%	37.0%

The *mean* gender pay gap measured across 183 full pay relevant staff was 14.5% for the period in question. The mean gender pay gap is an equality measure that shows the difference in average earnings between women and men. However, the *median* pay gap was higher at 19.0%. The reason for the higher median pay gap was because there are a large number of women working in full time and part time unskilled categories of employment in the lower paid pay quartile at the College.

The mean and median bonus pay gap was recorded as 5.3% and 15.4% respectively. The College has a policy of paying a fixed bonus sum to all non-academic staff who have been

Gender Pay Gap is the difference between the hourly rate of pay of male employees and female employees expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported on both a mean (average) and median (mid-point) basis

employed by the College over the 12 months up to November each year, subject to attaining a good level of performance and attendance. For part time staff the bonus is paid on a pro-rata basis.

The bonus pay gap has arisen because there are a large number of non-academic female staff who choose to work part-time or who have worked for less than 12 months, who only received a pro-rata proportion of the fixed bonus sum.

The College went a step further in its gender pay gap analysis and separated the figures for Fellows and non-academic staff, to provide additional clarity about the gender pay gap. This data is provided below:

Fellows	Mean %	Median %
Gender pay gap	-5.7%	-12.7%

Non-Academic Staff	Mean %	Median %
Gender pay gap	7.4%	22.3%

The mean gender pay gap measured across 24 Fellows was -5.7% for the period in question and the median pay gap was 12.7%. On average female Fellows were paid more than male Fellows during the period in question. This outcome reflects the fact that the College employed female Fellows in a number of Senior College Officer positions.

The mean gender pay gap measured across 159 relevant full pay non-academic staff was 7.4% and the median pay gap was 22.3% for the period in question.

Ms Sally Hewings
HR Manager