

## Emmanuel College

### Gender Pay Gap Report:

The Emmanuel College Gender Pay Gap is explained by the difference in the distribution between job roles of males and females and shows the difference between the average earnings of males and females expressed as a percentage of male earnings.

For Emmanuel College the information is as follows:-

1. The pay data reported here is from 5 April 2019
2. The proportion of males in the workforce is 43%, and the proportion of females in the workforce is 57%
3. Mean Gender Pay Gap in hourly pay – the average of the hourly rate of pay received by males is 11% higher than that received by females
4. Median Gender Pay Gap in hourly pay – males are paid a median hourly rate that is 24% more than the median paid to females
5. Mean Bonus Gender Pay Gap – males receive 4% less than females
6. Median Bonus Gender Pay Gap – the median for both males and females is neutral
7. Proportion of males and females receiving a bonus – 6% more females receive a bonus than males
8. Proportion of males and females in each quartile –

	Males	Females
Lower Quartile	29%	71%
Lower middle quartile	34%	66%
Upper middle quartile	63%	37%
Upper quartile	46%	54%

I certify that the above statement is accurate.

Signed.....

Dr M J Gross  
Bursar

Date: 1 March 2020