

## Gender pay gap data 2021 - Pembroke College Cambridge

### Mean Rates

mean female hrly rate =	£16.47
mean male hrly rate =	£21.37
Mean gender pay gap =	22.95% in favour of males
Mean gender pay gap Staff =	8.76% in favour of males
Mean gender pay gap Academic =	10.94% in favour of males

Mean female Bonus =	£901.52
Mean male Bonus =	£1,559.34
Mean bonus pay gap =	42.19% in favour of males

### Median Rates

median female hrly rate =	£13.22
median male hrly rate =	£15.09
median gender pay gap =	12.43% in favour of males

Median female bonus payment =	£501.41
Median male bonus payment =	£1,559.64
Median bonus gap =	67.85% in favour of males

### Quartiles

Lowest pay quartile =	80.00% Female 20.00% Male
2nd quartile =	45.00% Female 55.00% Male
3rd quartile =	54.00% Female 46.00% Male
4th Quartile =	39.00% Female 61.00% Male

### Bonus Quartiles

Lowest pay quartile =	91.00% Female 9.00% Male
2nd quartile =	68.00% Female 32.00% Male
3rd quartile =	40.00% Female 60.00% Male
4th Quartile =	43.00% Female 57.00% Male