

Pembroke College Cambridge – Gender pay gap data and analysis

Mean Rates			
Mean female hourly rate	£15.84		
Mean male hourly rate	£21.39		
Mean gender pay gap	25.92%	in favour of males	
Mean gender pay gap Staff	15.17%	in favour of males	
Mean gender pay gap Academic	3.64%	in favour of males	
Mean female bonus	£1,003.22		
Mean male bonus	£1,512.13		
Mean bonus pay gap	33.66%	in favour of males	
Median Rates			
Median female hourly rate	£11.91		
Median male hourly rate	£16.27		
Median gender pay gap	26.80%	in favour of males	
Median female bonus payment	£717.13		
Median male bonus payment	£1,602.18		
Median bonus gap	55.24%	in favour of males	
Quartiles			
Lowest pay quartile	75.81%	Female	
	24.19%	Male	
2nd quartile	50.00%	Female	
	50.00%	Male	
3rd quartile	56.45%	Female	
	43.55%	Male	
4th quartile	28.57%	Female	
	71.43%	Male	
Bonus Quartiles			
Lowest pay quartile	88.24%	Female	
	11.76%	Male	
2nd quartile	67.65%	Female	
	32.35%	Male	
3rd quartile	44.12%	Female	
	55.88%	Male	
4th quartile =	45.45%	Female	
	54.55%	Male	

Explanatory notes

1. The percentage of male (47.4%) and female (52.6%) employees is similar but differs across departments.
2. 88% of Housekeeping staff are female and tend to fall into the lower pay quartiles.
3. 57% of Catering staff are male and they tend to be in the mid quartiles if they are kitchen staff.
4. 66% of Academics are male and they tend towards the upper quartile of pay. The exception to this would be Research Fellows who are in the mid quartiles of pay. The number of new Academic appointments is split evenly between genders, e.g. Research Fellows, but the Professorial appointments (whose main employment is with the University of Cambridge) tend to be male. Out of 27 Professors among the Fellowship only 6 are female.
5. Heads of Department are fairly evenly divided between male and female although the key management positions currently tend to be filled by males, who tend to the upper quartile of pay.
6. There are other departments that have mainly male staff (Porters, Maintenance, IT, Gardens) and others that have mainly female (Admissions, Tutorial, Library, Finance/HR).
7. The mean gender pay gap is 25.92% in favour of male staff across all employees, although the gap is closer when assessing academics (3.64%) as opposed to operational staff (15.17%). This suggests more equality of pay than the headline gap suggests.
8. Not all staff received a separate bonus but for those that do, the mean bonus is 33.66% higher for males. As the bonus relates to annual pay, this is perhaps not surprising.
9. In terms of where genders fall in the 4 quartiles, more females are at the lower end and more males are at the higher end. At the lower end this relates to Housekeeping staff being mostly part-time and female. At the higher quartile is where the Heads of Department and Academics reside and there are rather more males in that zone.