

## **Gender pay gap data 2020 - Pembroke College Cambridge**

### **Mean Rates**

mean female hrly rate =	£15.66
mean male hrly rate =	£21.07
Mean gender pay gap =	25.66% in favour of males
Mean gender pay gap Staff =	9.68% in favour of males
Mean gender pay gap Academic =	12.30% in favour of males
Mean female Bonus =	£873.71
Mean male Bonus =	£1,533.98
Mean bonus pay gap =	43.04% in favour of males

### **Median Rates**

median female hrly rate =	£12.66
median male hrly rate =	£15.32
median gender pay gap =	17.37% in favour of males
Median female bonus payment =	£513.72
Median male bonus payment =	£1,539.30
Median bonus gap =	66.63% in favour of males

### **Quartiles**

Lowest pay quartile =	78.33% Female 21.67% Male
2nd quartile =	46.67% Female 53.33% Male
3rd quartile =	55.00% Female 45.00% Male
4th Quartile =	36.67% Female 63.33% Male

### **Bonus Quartiles**

Lowest pay quartile =	92.31% Female 7.69% Male
2nd quartile =	65.00% Female 35.00% Male
3rd quartile =	45.00% Female 55.00% Male
4th Quartile =	40.00% Female 60.00% Male