

## 2019 Gender Pay Gap Reporting

### Jesus College – Written Statement and Declaration

Data collected by Jesus College on 31 March 2019 shows that we have a mean gender pay gap of

10.66% (based on median gender pay gap) and 18.71% (based on mean gender pay gap) compared to a mean of 13.5% (2018) in the mean gender pay gap in the past 12 months (21.71%).

The principal reason that our gender pay gap exists is due to the large number of women working

- lower pay rates, particularly in the housekeeping department (which is the largest department).

Bonus payments for staff only make up a small proportion of pay (2.3%). College Fellows do not

Bonus payments

Gender	Mean Gender Pay Gap	Median Gender Pay Gap
Male	13.5%	10.66%
Female	18.71%	10.66%
Overall	16.1%	10.66%

Department	Mean Gender Pay Gap	Median Gender Pay Gap
Housekeeping	21.71%	10.66%
Other	10.66%	10.66%

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