



Gender Pay Gap Report 2025

Snapshot date: 5 April 2025

Girton College

Introduction

This report sets out Girton College's Gender Pay Gap data based on the snapshot date of 5 April 2025.

The report has been prepared in line with the methodology set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Gender Pay Gap measures the difference in average hourly pay between men and women across the College as a whole. It does not compare pay for individuals performing the same or similar roles, which is addressed separately through equal pay legislation and the College's established pay and grading structures.

Although the College is not currently required to publish Gender Pay Gap data based on its number of relevant employees, it has chosen to do so voluntarily in line with emerging practice across the Cambridge collegiate sector and its commitment to transparency, accountability, and evidence-based decision making.

Girton College is committed to ensuring fairness and consistency in its approach to pay, and to using workforce data to better understand the factors that influence pay outcomes across the organisation.

Headline Figures

As at 5 April 2025:

- **Mean gender pay gap: 9.3%**
- **Median gender pay gap: -4.9%**
- **Mean bonus gap: 6.2%**
- **Median bonus gap: 12.0%**
- **Proportion of men receiving a bonus: 57.6%**
- **Proportion of women receiving a bonus: 69.4%**

Context and Sector Comparison

Across the Cambridge collegiate sector, gender pay gaps vary between institutions, reflecting differences in workforce composition, academic structures, and operational models.

Girton College's mean gender pay gap is broadly in line with other colleges of a similar size.

The negative median pay gap indicates a relatively strong representation of women across mid-range pay levels.

As with many collegiate institutions, the overall pay gap is primarily influenced by the distribution of roles at senior academic and leadership levels, rather than differences in pay for equivalent work.

Workforce Profile

Girton College's workforce reflects a collegiate structure comprising:

- Academic Fellows
- Professional services and administrative colleagues
- Operational and support roles
- Casual and zero-hours staff engaged across events, hospitality and other services (where included within the relevant payroll period)

The Gender Pay Gap is influenced by the distribution of men and women across these different categories, particularly where there are variations in seniority, contractual hours, and part-time working patterns.

The calculations are based on "full pay relevant employees" in the snapshot pay period, in line with the statutory methodology.

Understanding the Pay Gap

A Gender Pay Gap does not indicate unequal pay for equal work. Instead, it reflects the overall structure of the workforce.

As a collegiate institution, structural factors such as the composition of academic, operational and part-time roles have a material influence on the overall pay gap.

Key factors influencing the College's figures include:

- The gender distribution within senior academic and managerial roles
- The proportion of part-time roles across operational and support functions
- Occupational segregation within particular staff categories

Where gaps exist, they are typically structural rather than the result of individual pay-setting decisions.

Pay Quartiles

The pay quartile analysis shows the proportion of men and women across four pay bands:

- **Lower Quartile:** 44.2% men, 55.8% women
- **Lower Middle Quartile:** 53.8% men, 46.2% women
- **Upper Middle Quartile:** 34.6% men, 65.4% women
- **Upper Quartile:** 58.8% men, 41.2% women

The distribution indicates:

- A higher proportion of women in the lower and upper middle quartiles
- A higher proportion of men in the upper quartile

This pattern is consistent with sector trends and reflects the distribution of roles and seniority levels across the College.

Bonus Pay

For the purposes of Gender Pay Gap reporting, “bonus pay” includes any additional payments made in the 12 months prior to the snapshot date (such as honoraria, length of service payments, Christmas bonuses, or similar one-off payments), rather than a formal bonus scheme.

A higher proportion of women received bonus payments during the relevant period (69.4% compared to 57.6% of men).

The mean and median bonus gaps indicate some variation in bonus values between men and women, which may reflect differences in role type, working patterns, or the nature of payments made during the year.

Our Approach to Fair Pay

The College maintains a structured and transparent approach to pay through:

- Structured grading arrangements
- Role-based pay setting
- Governance oversight of reward and progression

These arrangements are designed to ensure that pay decisions are fair, consistent, and based on objective criteria.

Looking Ahead

This report supports the College’s People & Culture Strategy, particularly our focus on belonging, inclusion, and data-led insight.

We will continue to:

- Monitor gender representation across grades and functions
- Support progression and development opportunities for all colleagues
- Use workforce data to inform recruitment, development, and workforce planning decisions

We are committed to building a workforce that reflects the diversity of our community and to ensuring equitable opportunities for progression across all areas of the College.

Declaration

I confirm that the information and data reported are accurate as at the snapshot date of 5 April 2025 and have been calculated in accordance with the applicable legislative requirements.

James Anderson
Bursar
Girton College
02 June 2026