

## 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 10.56% (based on median earnings) and 18.71% (based on mean earnings). With the exception of the mean earnings pay gap, compared to March 2018 (15.51%) we are continuing to narrow the median earnings pay gap this year (12 months) (21.71%).

The principal reason that our gender pay gap exists is due to the large number of women working at lower pay rates, particularly in administrative departments. Part-time and temporary staff only make up a small proportion of pay (2.3%). College Fellows do not receive Bonus payments.

Jesus College is committed to equality and diversity. We have a clear and robust equality and diversity policy which is embedded in our culture and values. We are committed to ensuring that our recruitment, promotion and pay practices are fair, equitable and consistent. The College has many measures in place to ensure that we are a fair and equitable employer. We have a clear and robust equality and diversity policy which is embedded in our culture and values. We are committed to ensuring that our recruitment, promotion and pay practices are fair, equitable and consistent. The College has many measures in place to ensure that we are a fair and equitable employer.

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