



2025 GENDER PAY GAP REPORT

1.0 Background

Regulations introduced in 2017, under the Equality Act 2010, require public, private and voluntary sector organisations, with 250 or more employees, to report annually on their gender pay gap using a specified 'snapshot date' relevant to their sector.

The gender pay gap differs from the issue of equal pay. Equal pay deals with the pay differences between men and women who carry out work of equal value, the same or broadly similar work or work rated as "of equivalent value" by a job evaluation study. The gender pay gap shows the differences in the average pay between men and women and reflects issues of representation rather than of equal pay.

There are six different measures of the gender pay gap (mean and median gender pay gap, mean and median bonus gap, bonus proportions and quartile pay bands).

The figures provided in this statement are based on hourly rates of pay as at 5 April 2025 and bonuses paid in the twelve months to 5 April 2025.

2.0 Gender Pay Gap Data: Definitions

Mean gender pay gap: The difference between the mean hourly rate of pay for male full-pay relevant employees and that of female pay relevant employees.

Median gender pay gap: The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Mean bonus gap: The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

Median bonus gap: The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

Bonus proportions: The proportions of male and female relevant employees who were paid bonus pay during the relevant period.

Quartile pay bands: The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

3.0 Gender Pay Gap Data: Christ's College

The 2025 data for Christ's College is set out below, together with the 2024 data for comparison:

	2025	2024
Mean Gender Pay Gap for Hourly Pay	11.81%	12.07%
Median Gender Pay Gap for Hourly Pay	18.51%	19.53%
Mean Gender Pay Gap for Bonus Pay	21.85%	15.26%
Median Gender Pay Gap for Bonus Pay	20.00%	23.29%
Bonus Proportions	Male 42.98% Female 31.68%	Male 33.3% Female 23.98%
Quartile Pay Bands		
<i>Lower Hourly Pay Quarter</i>	Male 39.3% Female 60.7%	Male 32.4% Female 67.6%
<i>Lower Middle Hourly Pay Quarter</i>	Male: 61.3% Female: 38.7%	Male: 65.4% Female: 34.6%
<i>Upper Middle Hourly Pay Quarter</i>	Male: 53.8% Female: 46.2%	Male: 56.2% Female: 43.8%
<i>Upper Hourly Pay Quarter</i>	Male: 63.2% Female: 36.8%	Male: 60.6% Female: 39.4%

To provide context, the overall percentages for male/female staff for the College on the 2025 snapshot date were as follows: 53.8% men, 46.2% women (2024: 53.6% men, 46.4% women).

4.0 Commentary

4.1 Mean Gender Pay Gap and Median Gender Pay Gap for Hourly Paid, and Hourly Pay Quartiles

A notable reason that the College's mean and median gender pay gaps exist is the greater proportion of men in the upper hourly pay quarter and the large number of women working in part-time roles at lower pay rates, particularly in the Housekeeping department. As of 5 April 2025, all our staff members undertaking Apprentice or Trainee roles were also female. This commentary also explains the high proportion of females in the lower hourly pay quarter.

Since reporting in 2024, the College has reviewed staff remuneration and has undertaken a consultation on staff terms and conditions. One change made was the cessation of spine point 23 for all staff members, which resulted in casual and permanent Housekeeping staff members being paid at the same rate for equivalent work. This initiative has helped to reduce the mean gender pay gap from 12.07% in 2024 to 11.81% in 2025, and the median gender pay gap from 19.53% to 18.51%.

However, whilst the median and mean gender pay gaps have improved, the percentages of males versus females in the upper hourly pay quartile has increased.

4.2 Bonus Pay

For the purpose of gender pay reporting, bonus pay includes any rewards related to: profit sharing; productivity; performance; incentive; commission; and long service awards with a monetary value. The annual, discretionary Staff Bonus, the Commercial Dining Gratuities Bonus scheme, and the UTO Incentive Payments are the three most significant bonus payments included in the data.

The Staff Bonus is calculated and paid based on contractual hours. It is payable to all full-time and part-time operational and administrative staff members, and circa ten student service staff members. Staff are not eligible for the bonus payment if they have worked at the College for less than six months at the time of payment.

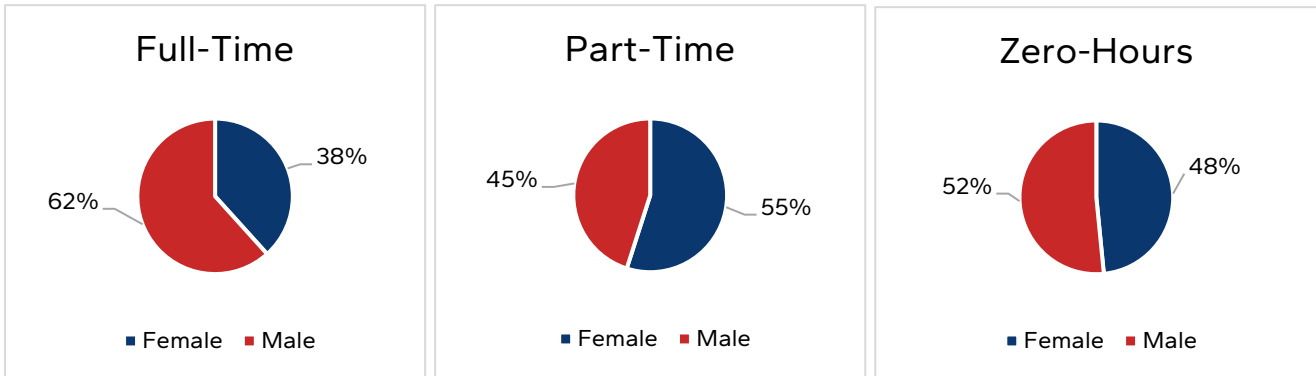
The majority of part-time operational and administrative staff members are female. For example, all Bedmakers (with the exception of one) are part-time. They received a smaller, pro-rated Staff Bonus Payment in comparison to full-time staff members which is reflected in the higher percentages for gender pay gap for bonus.

To support the commentary above, below is data detailing the male/female split by employment mode (full time, part time and zero-hour contract) and type of role. The data confirms the assessment that more men work at Christ's College under full-time contracts than women which is of relevance for the gender pay gap, particularly for bonus pay.

Section	Fellows/Academics		Student Services		Operations		Administration	
	Female	Male	Female	Male	Female	Male	Female	Male
Full-Time	15	19	27	16	11	51	6	9
Part-Time	19	29	5	3	22	8	4	1
Zero-Hour Contract	14	25	65	49	14	25	0	0
Total	48	73	97	68	47	84	10	10
% Female	40%		59%		36%		50%	

Section	Full-Time		Part-Time		Zero-Hour Contract	
	Female	Male	Female	Male	Female	Male
Total	59	95	50	41	93	99
% Female	38%		55%		48%	

Working Patterns - All Relevant Employees:



Comparatively, in 2024, females constituted 31% of full-time staff members and 59% of part-time staff members. The increased number of full-time, female staff members explains why the median gender pay gap for bonus pay has improved as fewer female staff members received a pro-rated bonus payment in 2025.

The Commercial Dining Gratuity Bonus scheme is payable to specific roles including Catering staff (Kitchen, Front of House and Buttery/Bar), the Commercial Accountant, the Financial Administrator (Commercial), the Events and Catering Officer, and the Hospitality, Marketing and Administration Assistant. On the snapshot date, the majority of these roles were held by male members of staff. These staff members received a higher combined individual bonus than staff members in other departments as they were eligible for both the Gratuity Bonus and the Staff Bonus.

UTO Incentive Payments are paid each year to newly appointed UTOs for the first three years of their College appointment. Six UTO incentive bonuses were paid in the twelve months to 5 April 2025, four of which were to male UTOs and two to female UTOs. In 2024, only three UTO Incentive Payments were paid (two men, one female). The monetary value of the UTO bonus and the increased number of payments in 2025 explains why the mean gender pay gap for bonus pay has increased when compared to 2024.

The commentary and data above explains why the mean and median gender pay percentages for bonus pay are greater than the mean and median gender pay figures for hourly pay. In general, men received higher bonus payments due to a greater prevalence of full-time working and, in some cases, received the additional Gratuity Bonus due to their job role and responsibilities.

5.0 Actions

Christ's College is fully committed to equality of opportunity and fairness, and works hard to ensure that its employment policies and practices are fair, equitable and consistently applied to all. The College offers generous family

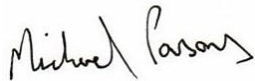
friendly policies and operates fair and transparent schemes for pay and reward. The College is committed to a positive culture of equality, dignity and respect at work.

The College will use this gender pay gap study, in addition to feedback from staff, Fellows and students, and data about recruitment, promotions, and staff turnover, to develop an action plan and make further progress in these areas. The College has recently been working on a number of initiatives to address concerns regarding representation, inclusion and gender within the Fellowship and its recruitment processes.

6.0 Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:

A handwritten signature in black ink that reads "Michael Parsons". The signature is written in a cursive style with a long, sweeping tail on the letter 's'.

Michael Parsons
Bursar