

Gender Pay Gap Report 2018

This report sets out the 2018 gender pay gap figures at the University of Cambridge. We have been reporting our gender pay gap since 2008, and have made progress towards reducing it through a number of initiatives. You can read about our progress so far in this report. This year, we are launching **three new key programmes** designed to reduce our gender pay gap further, outlined on page 3. Please visit our [Inclusive Cambridge](#) website for more information on these programmes and our 2017 report.

These figures relate to the University Group, which includes Cambridge University Press and the University of Cambridge Local Examinations Syndicate (UCLES), a department of the University forming part of Cambridge Assessment.

Pay Figures

	Median	Mean
Gender pay gap	13.7% (15.0%)	19.7% (19.6%)

Proportion of women and men in each pay quartile

Quartile	Women	Men
Upper	37.2% (36.1%)	62.8% (63.9%)
Upper Middle	51.0% (50.2%)	49.0% (49.8%)
Lower Middle	57.1% (56.2%)	42.9% (43.8%)
Lower	62.6% (61.4%)	37.4% (38.6%)

Note: 2017 figures are shown in brackets

Pay Gap Figures

Our median gender pay gap has reduced by 1.3% this year, indicating that we are making some progress, although we recognise there is still a long way to go to eradicate the gender pay gap.

The slight increase of 0.1% in our mean pay gap is attributable to a recent clarification by the NHS regarding the treatment of Additional Programmed Activities (APA) payments received by some clinicians employed by the University. Had APA payments been included last year, our 2017 mean pay gap would have been 19.9%, meaning a 0.2% reduction this year.

Pay Quartiles

We have previously identified that vertical segregation (more men at senior grades than women) is the largest contributing factor to our gender pay gap, and this remains the case. This year, the proportions of women in all four pay quartiles have increased, due to significantly more women being recruited than men within the period (April 2017-March 2018). However, as the proportions of women across quartiles have increased evenly, the impact on our gender pay gap has been limited.

Bonus Gap Figures

Within the University itself, bonuses are not widely used. The departments within the University that issue bonus payments tend to have a larger proportion of men, suggesting that horizontal segregation (more men in disciplines or roles associated with higher rates of pay than women) plays a part in the bonus pay gap. In addition, bonus payments are linked proportionately to salary, and are therefore also affected by vertical segregation.

Proportion receiving a bonus

Similarly to 2017, a higher proportion of women received bonus payments this year, compared to men. However, the differential between the proportions is narrowing, suggesting a more even distribution of bonuses between genders.

Bonus Figures

	Median	Mean
Gender bonus gap	12.2% (17.2%)	66.5% (65.6%)

Proportion of women and men receiving a bonus

Women	Men
20.8% (20.8%)	19.0% (18.3%)

Note: 2017 figures are shown in brackets

What we're doing to close the gap

Progress So Far

1.

Family Friendly Initiatives

- The **My Family Care** scheme helps employees with caring responsibilities, by providing access to a network of child, adult and eldercare across the country at short notice.
- The **Returning Carers** scheme supports academic and research staff to build up their research profiles, prior to or when returning from a period away from work, and has granted £1.2 million over the last five years.
- The **Supporting Parent and Carers at Cambridge (SPACE) network** provides resources for staff with caring responsibilities, including points of contact to share experiences and find out about support services available.
- The University provides **three workplace nurseries** as well as a **Holiday Playscheme** which operates during school holidays.
- Enabling and promoting better use of the **Flexible Working** policy is supporting employees with caring responsibilities.

2.

Career Progression Initiatives

- The **Senior Academic Promotions CV** scheme encourages and supports academic women through the promotions process, and encourages them to apply. Promotion success rates for academic women have increased as a result of this scheme, and we have seen an increase in the proportions of women professors, from 16.9% in 2015 to 21.5% today.
- Other **career development** initiatives have been progressed and promoted, including better access to mentoring opportunities, more secondment opportunities, and coaching sessions.

3.

Supporting Our Employees

- The University holds termly **Women's Staff Network** events which cover a whole host of topics, such as career conversations, in order to support women in their progression at Cambridge.
- The University provides life coaching events to employees, through WellCAM
- The University's **Breaking the Silence** campaign was launched in October 2017, to foster a zero-tolerance culture free from coercive behaviour, harassment and sexual misconduct, as well as support and guide members of the University affected by these issues.

What we're doing to close the gap

New Initiatives

1.

Inclusive Leadership Programme

Leaders and line managers have a key role to play in closing the gender pay gap at the University. New development programmes will begin in 2019, for those with management responsibility, and will provide targeted workshops to support best practice and skills development to mitigate against bias in key decision-making areas including recruitment, allocation of work/projects, effective talent management, flexible working and support for progression opportunities.

2.

Professional Career Pathways and Development

A new programme to support career progression, particularly for women in professional services roles, will begin in 2019. It will include career development workshops and one-to-one coaching sessions for individuals to consider strategies for identifying and achieving career goals, plus highlight tools and networks to aid further career conversations. Academic career pathways are also being reviewed and developed under the University People Strategy.

3.

Enhanced Pay Progression

It is recognised that the University's gender pay gap is strongly influenced by *vertical segregation*, and *horizontal segregation*. To tackle this, a new pay progression scheme is being devised for all professional service staff, with the aim of ensuring opportunities for pay progression are equitably available to both women and men, and across the University.

At the University of Cambridge, we recognise the importance of strengthening equality and inclusion, and of promoting dignity, respect and a sense of belonging for all. These values are of fundamental importance for the University and its employees.

The 2018 figures show that there is more work to be done. Our aim is to tackle the gender pay gap by investing in a range of cultural and organisational change initiatives. I am confident that the initiatives we are launching this year, detailed above, will help us progress towards our aim of eradicating the gender pay gap at the University.



Professor Stephen Toope
Vice-Chancellor

