

TRINITY COLLEGE LONDON

GENDER PAY GAP REPORT – Snapshot Date 5 April 2024

About gender pay gap reporting

This report sets out the mandatory gender pay gap information for Trinity College London, which has been calculated in line with statutory requirements on the snapshot date of 5th April 2024. Only UK employees are considered for the purposes of reporting.

The statutory requirements for gender pay gap reporting require gender to be reported in a binary way, identifying the pay gap between males and females. Statutory reporting requirements does not differentiate pay data for staff with other gender identities, such as those who are non-binary, gender queer, intersex. Trinity actively supports colleagues of all gender identities.



The data in this report shows the difference between the average male pay and the average female pay as a percentage of the male pay. For example, average male pay of £100 per hour and average female pay of £80 per hour would indicate a gender pay gap of 20 per cent.

Gender pay gap calculations do not consider factors such as different roles, responsibilities, performance or levels of seniority. The gender pay gap within the organisation therefore reflects the distribution of males and females across seniority levels and the types of roles within the organisation. It is different to equal pay data which considers rates of pay for the same level of work. A gender pay gap is, therefore, not necessarily an indication of an equal pay issue as it explores pay regardless of the work undertaken.

Providing equality of opportunity, valuing diversity and promoting a culture of inclusion is central to the organisation's core values and our mission that *"effective communicative and performance skills are life enhancing, know no bounds and should be within reach of us all"*. We strive for our staff, candidates, suppliers, partners, and customers to reflect the diversity of the regional, national, and international communities that we serve. We aim to be a place where people can be free to be themselves no matter their identity or background, and our pay and reward strategy is gender-neutral and based on objective criteria.

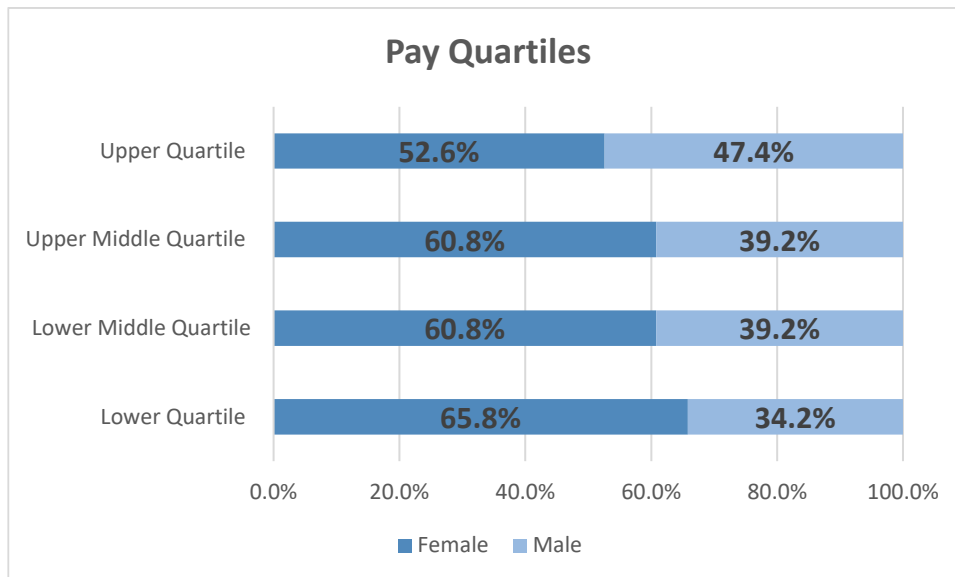
Snapshot: gender pay gap as of 5 April 2024

The table below shows the median and mean pay calculations based on hourly pay. The median is calculated by ordering individual rates of pay from lowest to highest and selecting the value for the middle employee. The mean is calculated by adding all the individual pay rates and dividing by the number of individuals.

Hourly Pay	
Median	Mean
13.4%	12.5%
 3.3% points improvement on 2023	 5.4% points increase on 2023

The data shows continued improvement from our last snapshot in April 2023, with improvements at both the mean and median.

The following table shows the distribution of pay by gender across pay quartiles:



Pay quartiles are prepared by ordering the population by hourly pay, from lowest to highest, and then dividing it into four equal groups (lower quartile, lower middle quartile, upper middle quartile and upper quartile, also referred to as Q1, Q2, Q3 and Q4) to show how the distribution of males and females varies according to each quartile. There are a total of 79 employees in each quartile.

Trinity’s gender bonus gap shows a material change to the last reported snapshot. This is primarily due to the Company not making any non-contractual/discretionary bonus awards due to Company performance:

Bonus Pay			
Median		Mean	
100.0%		100.0%	
▼	Up from 0.6% in the 2023 snapshot	▼	Up from 43.6% in the 2023 snapshot
% of males receiving a bonus:		2.0%	
% of females receiving a bonus:		0.0%	

What the data tells us

The data in this report demonstrates further improvements in the mean and median gender pay gaps since our last snapshot report. Progress toward greater pay parity for female employees at Trinity can be attributed to several key initiatives and achievements during the reporting period, including:

- Improving our candidate attraction strategies such that females account for c.55% of all applicants and 58% of all hires in the 12 months to April 2024.

- Continuing to offer hybrid working arrangements whereby many people can work from home on a regular basis – enabling employment and progression for those who might otherwise not be able to do so due to non-work commitments.
- Collaborating with internal peer networks to identify and address potential/perceived barriers impacting specific employee groups.
- Continued support for internal career development for all staff where females have accounted for 65% of all internal moves (promotions and lateral career moves) in the year to April 2024.
- A comprehensive job evaluation and salary benchmarking exercise which has enabled deeper analysis of starting salaries and salary progression using a consistent and gender-neutral framework. We also began to monitor salary progression rates for promotions and have identified that promotional increases are marginally higher for females than for males in the reporting period.

Improvements in our gender pay gap are further supported by encouraging trends in the distribution of females across pay quartiles:

- The proportion of females in the upper and mid-upper quartiles has remained stable at 52.7% and 60.8%, respectively, reflecting strong female representation at higher levels. Notably, our Executive Leadership Team now reflects a 50/50 gender split.
- While females remain disproportionately represented in the lowest two quartiles, we have achieved modest improvements driven by a combination of internal progression and external recruitment.

A closer look at the gender pay gap in Trinity's two major business units reveals that our gender pay gap is likely to be largely driven by differences in representation across roles and seniority levels rather than being due to more systemic factors:

- In our SELT Operations business, the gender pay gap has increased year-on-year because of employee turnover in certain roles and where more senior roles previously held by females have been taken up by males following a competitive selection process. Base salary rates have not changed but the simple change of gender in the role has created a larger gender pay gap than in prior years.
- Our SELT Operations business also provides many part-time and flexible working opportunities which tend to attract females who would perhaps otherwise not be able to work. These roles tend to be at the lower end of our salary scales further driving a gap.
- In our Trinity Examinations business, we see a broad wide range of technical, specialist and senior leadership roles. Removing Executive level roles from our calculations would actually result in a median gender pay gap in favour of females in this business unit.

Bonus payments at Trinity are tied to the financial performance of the organisation and naturally vary year-to-year. In the 12 months to April 2024, only two contractual bonus awards were made, both to male employees. This has significantly skewed the bonus pay gap figures for this reporting period and does not reflect typical trends. For the next snapshot period, bonus awards were made so this will be a better reflection of our achievements in this area.

Trinity's commitment to closing the gender pay gap

While the gender pay gap at Trinity may, in part, reflect differences in the types of roles undertaken by men and women, we recognise that the gap remains too wide. We are committed to fostering an

inclusive workplace where gender-related pay disparities are eliminated. Our action plan focuses on three key areas:

- **Attracting and recruiting a diverse workforce:** We continuously monitor our recruitment channels to ensure a high rate of female applicants and appointments, emphasising flexible working options and a range of career options on our website. In addition, recent efforts have focused on improving the representation of non-majority ethnic groups in our applications, addressing the intersectionality of race and gender. This work is key to ensuring that our workforce reflects the diversity of the communities we serve.
- **Creating an inclusive culture:** We aim to foster a culture that enables everyone to achieve their full potential. Our most recent employee opinion survey, *Your Voice Matters*, revealed that female employees rated satisfaction with career development lower than their male counterparts. To address this, we are using insights from our *Women at Trinity* peer network to explore the underlying causes and implement targeted development interventions. Additionally, we have launched a new peer network for working parents and carers, *The Balancing Act*, which already has over 30 members. Since women predominantly take on caregiving responsibilities in society, this group will provide critical insights into how our policies and procedures can better support employees with caring responsibilities, thereby potentially supporting more women to thrive at Trinity.
- **Improving data transparency:** We currently operate a voluntary system for reporting EDI data and have seen improvements in the number of people who are self-declaring on a range of factors including gender, ethnicity, sexual orientation, and caring responsibilities. Over 61% of staff now self-declare on these factors, up from 50% in the prior reporting period, enabling us to have a much clearer understanding of the shape of our workforce. We are also track flexible working requests acceptance and decline trends, and providing targeted education for managers to enhance their understanding of flexible working policies and their role in fostering equity.

Through these actions, Trinity remains fully committed to delivering positive change, not just in closing the gender pay gap. We are committed to supporting all our employees to achieve their full potential.

As Chief Executive, I can confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations.

Erez Tocker
Chief Executive Officer
Trinity College London