

TRINITY COLLEGE LONDON

GENDER PAY GAP REPORT – Snapshot Date 5 April 2023

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 2023. 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 take into account 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.

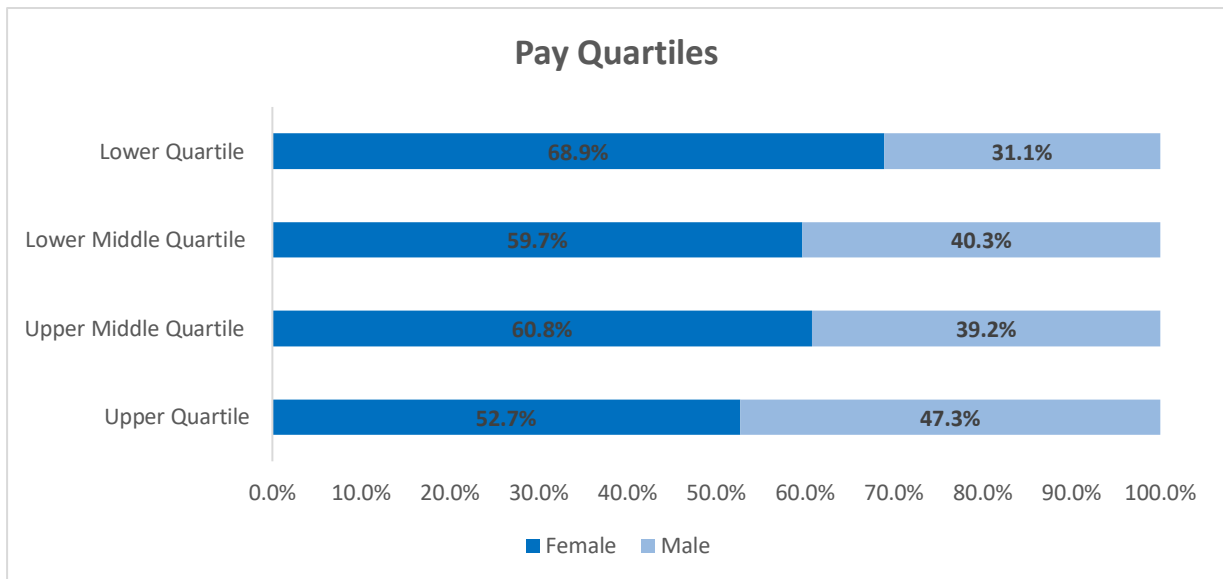
Snapshot: gender pay gap as of 5 April 2023

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

Hourly Pay	
Median	Mean
16.7%	17.9%
 6.9% points improvement on 2022	 0.3% points increase on 2022

The data shows a more marked improvement from our last snapshot in April 2022. Pleasingly, we have achieved a material improvement of 41% in the median gender pay gap. Our mean gender pay gap has increased slightly by 0.3%.

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



Bonus Pay	
Median	Mean
0.62%	43.5%
▲ 99 % points increase on 2022	▲ 56.5% points increase on 2022
% of males receiving a bonus:	65.9%
% of females receiving a bonus:	66.8%

(See Narrative below for further information on the Gender Bonus Gap)

What the data tells us

The data in this report shows a material improvement in the median gender pay gap and an improvement in the distribution of females across the pay quartiles since our last snapshot report for April 2022. This would suggest that our previous actions to reduce the gender pay gap are making a tangible impact on our position and reporting. However, Trinity recognises that we cannot be complacent and that there remains more to do to close the gap.

We believe the material improvement in our median gender pay gap is primarily the result of our decision focus a higher proportion of our 2023 salary review budget towards lower earning colleagues in Trinity. Whilst this was done to support all colleagues who were experiencing greater challenges because of the cost-of-living crisis, the fact that Trinity has a much larger percentage of females in the lower pay quartiles means we have also made a positive impact on the gender pay gap. Our continued focus on internal career development has also enabled us to progress more females through the quartiles and will have impacted our median gender pay gap.

The impact of outliers has meant our hourly pay gap at the mean has increased slightly by 0.3%.

We have maintained a balanced split of males and females in the upper pay quartile but have increased the proportion of females in the upper middle quartile from 51.4% to 60.8%, and a decrease in the proportion of females in the Lower-Mid Quartile (63.5% to 59.7%). This improvement has been driven by both external recruitment and internal career moves for females. That said, females remain disproportionately over-represented in the lowest pay quartile.

The total Trinity employee population is comprised of two major businesses units: SELT Operations (34% of Trinity's total population) which provide English language testing services for UKVI and the core examinations business (66% of Trinity's of total population). As we explained in our previous report, roles within our SELT Operation comprise 74% of roles in the lowest pay quartile due to their nature, and 66% of all roles in SELT are held by women.

Conversely, the core examinations business has a much wider range of technical, specialist and senior leadership roles. It has a more even split between males and females (42% versus 58%).

When we analyse the gender pay gaps within each business unit, we see figures which are significantly lower than the overall gender pay gap for Trinity as a whole:

	Mean Gender Pay Gap April 2023	Median Gender Pay Gap April 2023
Trinity All	15.2%	16.7%
SELT Operations	3.7%	7.0%
Core Examinations	13.8%	17.1%

The data therefore suggests that the pay gaps for hourly pay result from the different representation of males and females across the different types and seniority of roles within Trinity.

At Trinity, bonus payments are based on the financial performance of the organisation and can therefore be expected to vary from year to year. In our last snapshot report for April 2022, Trinity only made one contractual bonus to a male employee so whilst the year-on-year comparisons look significant, they are not an accurate representation. It is perhaps more appropriate to look at our progress against the last time when bonus awards were made in the snapshot period ending April 2021:

SNAPSHOT DATE	Median Gender Bonus Gap	Mean Gender Bonus Gap	% of females receiving a bonus	% of males receiving a bonus
April 2021	28.6%	23.9%	76.2%	78.7%
April 2023	0.6%	43.6%	66.8%	65.9%

Our data shows that a high level of consistency was achieved in the proportion of males and females receiving a bonus award. Our gender bonus gap is the result of our implementation approach whereby bonus awards were standardised by salary range rather than being related to individual performance. Those at a higher base salary received a larger bonus payment which has resulted in a very small median gender bonus gap but a significantly wider mean gender bonus gap.

Trinity's commitment to closing the gender pay gap

Whilst the pay gaps may result from the different types of roles which males and females undertake within Trinity, we recognise that the gap remains too wide, and we remain focussed on taking action to create an inclusive workplace for our people where gender related pay gaps are eliminated.

Our action plan is focussed on the following areas:

- **Attracting and recruiting a diverse workforce:** We continue to monitor our recruitment pipeline to ensure we are reaching a diverse and broad range of candidates. This has demonstrated that we are attracting an even split of male and females, with a slightly larger percentage of the female applicant population being appointed to vacant roles. We initiated EDI reporting for candidates in July 2023 so are now also monitoring how different ethnic groups fare in our recruitment process.
- **Creating an inclusive culture** which enables everyone to achieve their full potential. As previously noted, we have continued to promote the development of existing colleagues and females account for 71% of all career movers in the 12 months to September 2023. Our "Women at Trinity" now has over 30 members and have launched a number of initiatives in the last year, including the Trinity Menopause Support Commitment and hosting a webinar to discuss our gender pay position in more detail. We continue using data from our "Your Voice Matters" colleague survey to better understand the needs of our people, and our July 2023 survey showed that 77% of respondents felt respected at Trinity. Whilst this is a positive, we know it needs to improve further and we are committed to achieving an improvement on this score in our next survey.
- **Improving line manager accountability:** We have recently delivered a series of interactive training sessions for managers focussed on unconscious bias and developing an inclusive environment. These sessions have provided an opportunity for managers to reflect on their personal practices and to identify ways in which Trinity can become even more inclusive. The outputs from these sessions will be developed into an action plan so that we can remove some of the less visible barriers to inclusion for different groups of colleagues.
- **Improving data transparency:** We currently operate a voluntary system for reporting EDI data and have undertaken a communication campaign to improve the number of colleagues who self-report. This did not produce the level of improvement we would have liked so are now working with our Peer Networks to identify ways in which we might encourage a greater level of reporting.

We remain fully committed to taking action to deliver positive change, not just in matters related to pay and reward, but also in supporting the progression of 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