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Gonville & Caius College

2023/24 Gender pay gap report

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Registered address: Trinity Street,
Cambridge, CB2
1TA

Nature of business (SIC): Education

Snapshot date: 5 April 2023

Employee headcount: 250 to 499
employees

Person responsible: Robert Gardiner
(Senior Bursar)

[What this employer says about their gender pay gap](#)

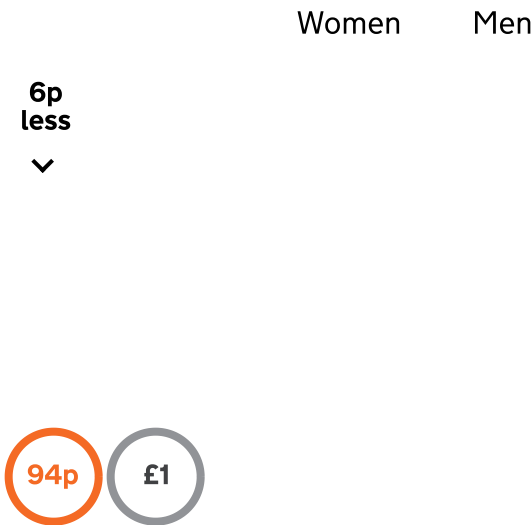
Hourly pay gap

Related content

[Gender pay gap reporting: guidance for](#)

In this organisation, women earn 94p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 6.1% lower than men’s.

[employers \(opens in a new window\)](#)

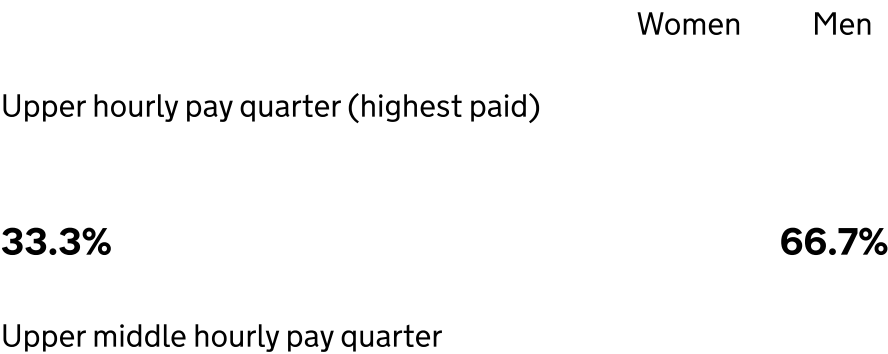


When comparing mean (average) hourly pay, women’s mean hourly pay is 12.6% lower than men’s.

► [About median and mean](#)

The percentage of women in each pay quarter

In this organisation, women occupy 33.3% of the highest paid jobs and 59.7% of the lowest paid jobs.



49.3%

50.7%

Lower middle hourly pay quarter

30.6%

69.4%

Lower hourly pay quarter (lowest paid)

59.7%

40.3%

▶ [About pay quarters](#)

Bonus pay gap

In this organisation, women earn £1 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 0% lower than men's.

Women Men

0p
less
▼



When comparing mean (average) bonus pay, women's mean bonus pay is 1.8% lower than men's.

Who received bonus pay

60.5% of women

49.7% of men