

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 2022. Only UK colleagues 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. So, whilst our report 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%.

Gender Pay gap calculations do not take into account factors such as different roles, responsibilities, performance or levels of seniority. The gender pay gap in Trinity therefore reflects the distribution of males and females across seniority levels and 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.

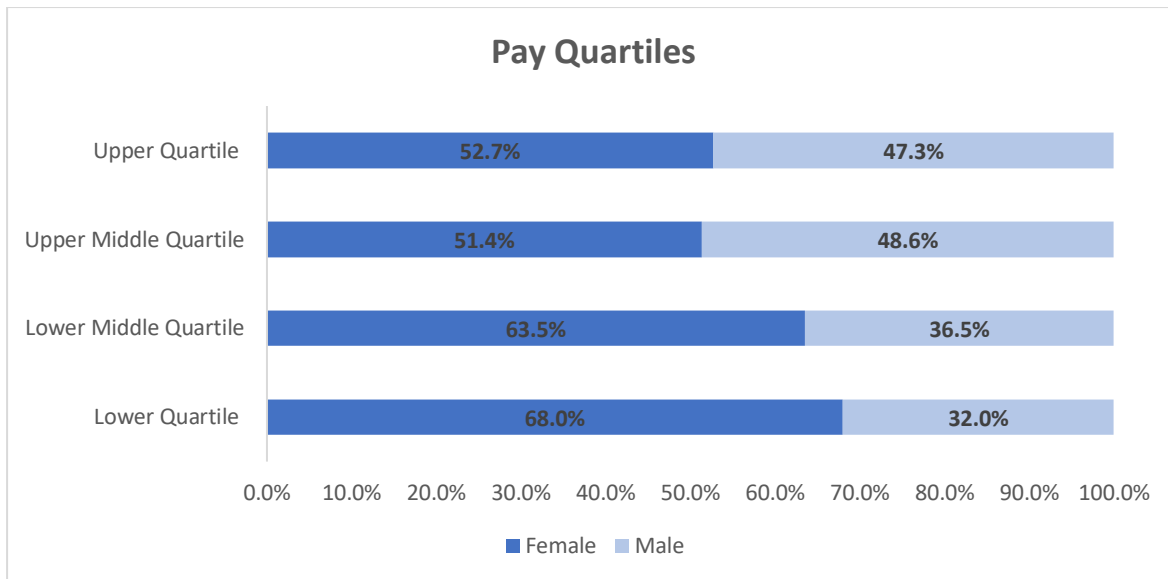
Trinity recognises that providing equality of opportunity, valuing diversity and promoting a culture of inclusion are vital to our success. We want our staff, candidates, suppliers, partners and customers to reflect the diversity of the regional, national, and international communities that we serve. We aim to be a place where people can be free to be themselves no matter what their identity or background. Our decisions on pay and reward do not take into account any protected characteristics.

#### Gender Pay Gap as at 5 April 2022 Snapshot

Hourly Pay		Bonus Pay	
Median	Mean	Median	Mean
23.6%	17.6%	100%	100%
 2.2% points on 2021	 0.9% points on 2021	 76.1 % points on 2021	 71.4% points on 2021
		% of males receiving a bonus: 0.76% % of females receiving a bonus: 0.0%	

**Median pay gaps:** the difference between the median pay for female employees and the median pay for male employees as a percentage of the male employee median. Medians are calculated by ordering individual rates of pay from lowest to highest and selecting the value for the middle employee.

**Mean pay gaps:** the difference between the mean pay for female employees and the mean pay for male employees as a percentage of the male employee mean. Means are calculated by summing all the individual pay rates and dividing by the number of individuals.



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.

#### What does the data show ?

This year, the median hourly pay gap has improved by 2.2 percentage points since April 2021 which suggests that we have made some progress in achieving more parity between the hourly rates for males and females. Our mean gender pay gap has increased marginally by 0.7% percentage points since April 2021.

Whilst we have a balanced split of males and females in the upper two pay quartiles, females remain disproportionately over-represented in our two lower paid quartiles. We have improved the proportion of females in the Upper Mid Quartile by 4% points because of movement from the lower middle and upper quartiles.

Further analysis suggests that the pay gaps for hourly pay may be more attributable to the representation of males and females across the different types of roles within Trinity. Our business is comprised of two major populations: our SELT Operations which provide English language testing services and our core examinations business:

- Roles within SELT Operations tend to be more administrative and processing roles. These roles are more likely to be lower paid and comprise 76% of roles in the lowest pay quartile. They are also more likely to be held by women (who hold 65% of all roles in SELT Operations). When we analyse the hourly pay gap for SELT Operations only, our median gender pay gap is under 2%. This suggests that when we are comparing like-for-like roles, we are rewarding males and females equally.
- The core examinations business has a wide range of positions including many technical specialist roles and executive leadership roles, and a more balanced distribution of males and females. When we look only our core examinations business alone, our median gender pay gap reduces to under 12%.

At Trinity, bonus payments are based on the financial performance of the Company and can therefore be expected to vary from year to year. Trinity did not make widescale performance bonus awards in the year ending 5 April 2022 and made only one contractual bonus. This has resulted in skewed figures for this reporting period, and these should not be viewed as representative of our usual approach towards discretionary bonus payments. Our gender bonus gap in the previous reporting period was 28.6% and we will be seeking to improve this in the future.

## What are we going to do ?

Whilst our pay gaps may result from the different types of roles which males and females undertake within Trinity, our gap remains too wide and is unacceptable. The data would suggest that we are starting to make some progress, but we know that there remains more to do.

We are focussed more than ever on taking action to create an inclusive workplace for our people and for 2023/24 and remain focussed on achieving our ambition to reduce the gap to zero by 2025. Our action plan is focussed on the following areas:

- **Attracting and recruiting a diverse workforce:** We are reviewing our recruitment processes to ensure we are broadening our reach to new/different sources of candidates and adapting the language and requirements in our job advertisements to ensure they are not creating barriers for specific groups of applicants. We have also initiated more detailed monitoring of our applicant pipeline to understand the trends in recruitment and to help us identify further areas to focus on.
- **Creating an inclusive culture** which enables everyone to achieve their full potential. We remain committed to supporting the development of our existing colleagues. For the first quarter of 2023, 71% of our career movers were female, and we want to continue supporting females to progress their career with Trinity. We have launched a number of Peer Networks to connect colleagues across Trinity who share similar experiences, interests and identities. These networks, particularly our Womens' Network, will be an invaluable resource to advocate for change, helping us understand and remove barriers to progression for the different colleague groups across Trinity. We will also continue using data from our "Your Voice Matters" colleague survey to better understand the needs of our people.
- **Improving line manager accountability:** We know that our leaders and managers play a critical role in creating an inclusive and collaborative workplace. We will be delivering a range of interventions to raise awareness and develop capabilities to support them with this.
- **Improving data transparency:** We currently operate a voluntary system for reporting EDI data and will be taking steps to try and improve the number of colleagues who self-report. We will continue to ensure that jobs are evaluated using gender-neutral criteria.

Being transparent about our current situation and the pay gaps that result, is important. It helps us track where we are in the pursuit of our goals and helps us understand what tangible actions we can take to improve representation over time. We remain fully committed to taking action to deliver positive change.

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**