UCU Cambridge pay claim 2022/23

[Date] 2022

Dear [Master, Senior Tutor, Bursar]

In line with UCU policy, I am writing to submit a pay claim to < insert College name >. The claim has been put together by the Cambridge branch of University and College Union (UCU) in collaboration with the UCU Regional Office.

Summary of claim

We are seeking:

1. A 10 % increase in the hourly pay rate (currently 17 GBP/hour) used to calculate the intercollegiate supervision rate ;
2. An increase in the preparation time factored into the calculation of the intercollegiate supervision pay rate from 30 minutes to 2 hours;
3. Payment for attending the mandatory 5-hour training offered by the Cambridge Centre for Teaching and Learning that all undergraduate supervisors need to undertake prior to starting to supervise undergraduate students;
4. An agreement for hourly-paid teaching (either performed by self-employed staff or by workers on zero-hours contracts) to be covered by a secure contract. The transition from the current supervision model to a secure employment model should happen in two steps. First, each College should identify those supervisors that have been working for the College as self-employed or on zero-hours contracts regularly for over a year, and move these supervisors onto secure employment contracts. Second, all outstanding supervision teaching should be reorganised according to a workforce model that guarantees teaching to be covered by secure employment contracts. Our preference would be 1) for such a contract to engage supervisors to a single employer 2) for the employer to be the University, according to a scheme where the University centrally employs undergraduate supervisors and then each College refunds the University for the amount of teaching they need in order to cover their students' needs. However, we remain open to exploring other models, as long as they guarantee staff a secure number of hours and employment benefits (such as paid leave, sick pay, paid parental leave).

The pay and training elements of the claim to be implemented from 1 October 2022. Discussions on the contract elements of the claim begin by 1 August 2022.

Background

The Cambridge Collegiate University prides itself on its unique teaching system. Undergraduate supervision is at the core of Cambridge excellence: this small-group teaching model is what makes Cambridge education distinctive vis-à-vis other Russell Group Universities. Within the division of labour between the University and the Colleges, supervision teaching falls under the remit of the latter. The tuition fee paid by undergraduate students is split between the University and the Colleges precisely to account for this division in teaching responsibility.

The outbreak of the COVID-19 pandemic in March 2020 produced a period of significant uncertainty for the Higher Education (HE) sector as a whole. Yet, recruitment in UK universities has outpaced even the most positive predictions. In 2020/21 student numbers rose by 9% overall with a 16% increase in first year post-graduate students and an 11% increase in part-time undergraduates[1]. Both UK and international demand for undergraduate courses increased with a 4% rise in overseas students. Cambridge was no exception: the number of undergraduate students accepted for entry across the Colleges increased by 13% in 2020 compared to 2019[2]. Cambridge Colleges, furthermore, already enjoy significant financial stability ensured by their existing assets and financial resources, which cumulatively amount to a combined wealth of 6.9 billion GBP across the 31 institutions[3].

It is therefore ever more striking to remark that this cumulative wealth, alongside the emphasis on the value of the undergraduate supervision system, have not resulted in an investment into the working conditions of the staff in charge of delivering such teaching. Much to the contrary, the supervision system is scarred by deleterious working conditions, which in turn affect staff morale and generate significant turnover:

1. **Casualisation:** In 2019, the 31 Colleges[4] engaged around 5000 supervisors to deliver undergraduate teaching. Around 90% of undergraduate supervisors across the 31 Colleges were paid gross, and only around 10% held employment contracts[5]. According to data from CAMCORS, in 2018 48% of supervisions were delivered by some of the most precarious members of the University community: people with no other institutional affiliation to the Collegiate University (11%), graduate students (26%), and postdocs (11%). This is the general trend across the 31 Colleges, even though a degree of variation in the reliance over certain categories of staff exists amongst the different Colleges (see table in Annex 2)[6]. The lack of secure contracts generates enormous job insecurity for undergraduate supervisors, who cannot count on guaranteed teaching hours, a reliable timeline for payment, sick pay, or paid parental leave. Furthermore, the lack of contracts also makes the recruitment of supervisors an extremely opaque process, often relying on personal networks and favouring people who have previously studied and taught at Cambridge or Oxford.
2. **Low pay:** Research by the Cambridge branch of UCU[7] reveals that hourly-paid undergraduate supervisors consider the pay rate for supervision teaching too low, to the point of falling below living wage once preparation time is factored in. Recent research by the branch has shown that these issues also affect University Teaching

[1] HESA, January 2022, https://www.hesa.ac.uk/news/25-01-2022/he-student-statistics-202021
[2] https://www.undergraduate.study.cam.ac.uk/sites/www.undergraduate.study.cam.ac.uk/files/publications/undergraduate_admissions_by_apply_centre_2020_cycle.pdf
[3] https://www.theguardian.com/education/2018/may/28/oxford-and-cambridge-university-colleges-hold-21bn-in-riches
[4] Even though only 29 Colleges have undergraduate students, the two graduate-only Colleges (Darwin and Clare Hall) also contract undergraduate supervisors because they engage Tier4visa students under Workers Agreements.
[5] Letter from Pembroke College to HMRC, 12 December 2019, obtained through FOI
[6] Own elaboration based on data provided in 2020 by the Office of Intercollegiate Services.
[7] https://www.ucu.cam.ac.uk/wp-content/uploads/Hourly-Paid-Workers-at-Cambridge-University.pdf.

Officers (UTOs) who teach undergraduate supervisions for the Colleges: UTOs complain that the pay rate for supervision teaching is too low, and that the institutional pressures to supervise increase their workload to unreasonable levels - without counting towards their university teaching load[8].

Current situation and recent pay awards

The intercollegiate supervision pay rate has generally increased in line with the pay increases to the national pay spine agreed annually through New JNCHES - with the exception of the academic years 2020/2021 and 2021/2022 [see below]. As a result, the increase in the supervision pay rate made by <insert college name> has reflected the national picture of below inflationary pay awards for staff. Over the past five years, the College has made pay awards of:

- 2021/22 – 0%[9]

- 2020/21 – 4.7% for 1-to-1 supervisions, 0.9% for 1-to-2 supervisions, 1.9% for 1-to-3 supervisions, 5.5% for 1-to-4 supervisions, 2.1% for 1-to-5 supervisions. Payment for large-group supervisions underwent a 0.6% pay cut[10]

- 2019/20 – 1.8%

- 2018/19 - 2%

- 2017/18 - 1.7%

A record of the increase and stagnation in the supervision pay rate since 2002 is available on CamCORS, and reproduced in the table in Annex 1.

Thus, in eight of the past ten years, the intercollegiate supervision rate increased at a rate that was lower than annual inflation as measured by the Consumer Price Index (CPI)[11]. In 2021, for the first time on record, the rate did not increase at all. In 16 of the 19 years on record, the supervision pay rate grew at a rate less than the National Minimum Wage (2003-16) or the National Living Wage (2016-2021) grew. These facts are presented on the graph below.[12]

The most consistent trend here is that incremental increases to the intercollegiate supervision rate are not in line with increases to the National Living Wage. Some of the most extreme changes have been in the last two years. Since the intercollegiate supervision rate was last increased (Michaelmas 2020), the National Living Wage has increased by 8.2%, from £8.72 to £9.50 per hour. While inflation in 2020 and 2021 was modest (0.9% and 2.6% respectively),

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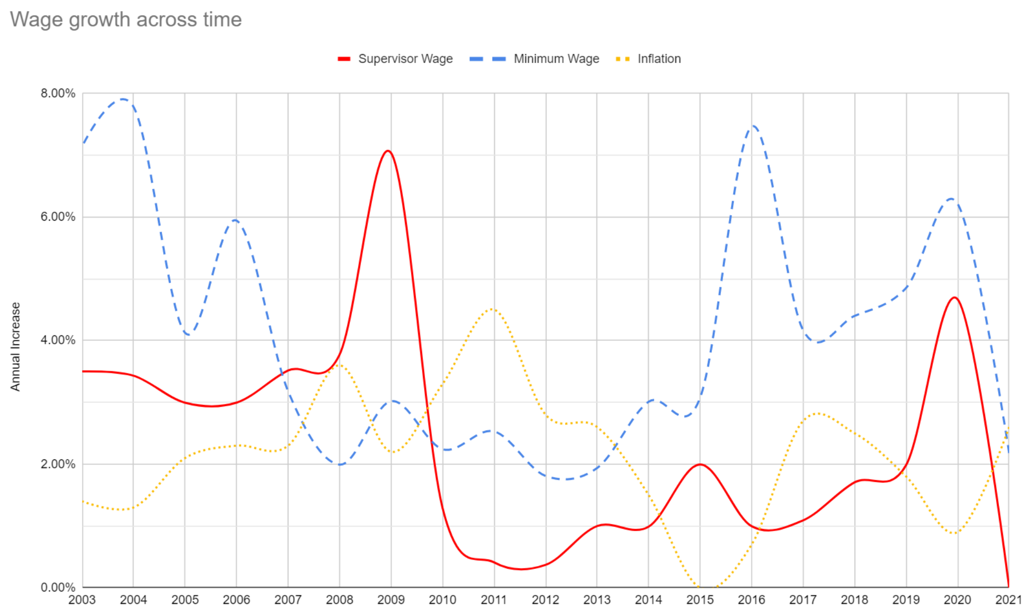
[8] https://justice4collegesupervisors2021.wordpress.com/the-impact-of-the-supervision-system-on-utos-report/

[9] The reason why the Colleges did not agree on a pay award in line with UCEA is unknown.

[10] The 2020/21 pay variation (which included a variated pay award and a pay cut) was not made according to the UCEA pay award. Rather, it was made in response to a revision of the supervision pay rate approved by the Senior Tutors Committee in response to an anticasualisation claim submitted by Cambridge UCU to the University [see below].

[11] Source for CPI figures: ONS.

[12] Note: the Minimum/Living wage increases in April of each calendar year; the intercollegiate supervision rate increases in Michaelmas (October) of each calendar year.



it reached 7,8% in April 2022, and it is forecast to skyrocket in 2022. The intercollegiate supervision pay rate has thus stagnated at a time when the cost of living has dramatically increased in the country[13].

The below-inflation annual increase of the supervision pay rate adds to the fundamental underpayment of hourly-paid undergraduate supervisors. The intercollegiate pay rate, does, in fact, not fairly remunerate the amount of time that workers spend in organising, preparing, and delivering supervision teaching. In 2019/20, a revision of the supervision pay rate was undertaken by the Colleges in response to the anti-casualisation claim sent by Cambridge UCU to the University. Indeed, the supervision pay rate used until then was based on a rationale that was no longer known.

The revision of the supervision pay rate approved by the Senior Tutors' Committee in July 2020, however, was mainly cosmetic in nature: the newly calculated rate, is, in fact, based on the remuneration of 1 hour of contact time and 30 minutes of preparation time, plus 20 minutes of marking per student (capped at a maximum of four students), at an hourly rate of 17 GBP/hour. It is unclear how the Senior Tutors' Committee agreed that these measures for preparation and marking time were appropriate, since Cambridge UCU was not consulted in the process. This rate severely underestimates the time needed to arrange and prepare a supervision, as highlighted by the Hourly-Paid Teaching report published by Cambridge UCU in 2019[14]. Furthermore, the hourly rate chosen to recalculate the intercollegiate supervision pay rate (17 GBP/hour) does not correspond to any specific point in the Higher Education

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[13] In every year since 2009, the time a supervisor can spend preparing/marking supervision work while still earning above minimum wage has decreased. In Michaelmas 2009, for a 1-on-1 lesson a supervisor could spend over three and a half hours on preparation/marking, in addition to the hour spent teaching, before their real terms hourly pay dipped below the minimum wage. As of Easter 2022, that number has dropped to less than **two hours and twenty minutes,** meaning a supervisor now has **over an hour less** time to prepare and mark than their 2009 counterpart before their pay drops below the Living Wage.

[14] https://www.ucu.cam.ac.uk/wp-content/uploads/Hourly-Paid-Workers-at-Cambridge-University.pdf

national single pay spine[15]. The increase in the intercollegiate supervision pay rate stemming from this revision was, therefore, extremely limited and completely unsatisfactory from the point of view of fair payment for undergraduate supervisions.

Cost of living crisis

According to the most recent data from the ONS, the Retail Price Index currently stands at 7.8% and is expected to continue to rise[16].

Within these figures, some costs are rising significantly faster:

- Energy costs are already at their highest levels in decades, with increases such as gas bills at 28.1%, petrol and oil at 27.4%, and electricity bills at 18.8%. These prices will rise even more sharply from April 2022, when the price cap is increased, and the average bill will jump from £1,277 to around £2,000/year . Further increases in energy prices are also anticipated for the autumn of 2022.

- The price of housing also remains a significant issue facing staff and their families. Across the UK, the house price index rose by 10.8%[17] in the year leading to December 2021. Private rental prices have also seen a significant increase, taking the average monthly rent for new tenancies in the UK up 8.6% to £1,069 in February 2022[18].

- Childcare costs represent a key area of expenditure for many staff in HE, with the annual cost of 25 hours care per week for a child under 2 hitting over £7,100 in March 2021 and anticipated to rise further throughout this year[6].

HE staff, including staff at your College, are relying on their employer for a pay rise as nothing else will enable them to meet the demands of the current economic climate.

The cost of living crisis is national in scale, and has had devastating effects on UK residents across the country. However, t it is particularly acute in Cambridge, where the rise in cost of living has been steadily increasing at rates far outpacing wage growth for two decades. In 2018, Cambridge was named the UK's most unequal city[19]. For ordinary residents of the city - students, lecturers, supervisors, cleaners, cooks, baristas, and all of the people who make up the vibrant fabric of Cambridge - this trend is untenable. According to an analysis of 2016 data by geographer Deborah Potts, the only form of rental housing that met the affordability threshold (up to 35% of income) for a worker in Cambridge making the median wage was a room in a shared house. The median wage at this point was £24,000[20].

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[15] https://www.ucu.org.uk/he_singlepayspine
[16] https://www.ons.gov.uk/economy/inflationandpriceindices/timeseries/czbh/mm23
[17] Office for National Statistics, UK House Price Index: November 2021, published January 2022
[18] HomeLet Rental Index, December 2021
[19] https://www.varsity.co.uk/news/14625#:~:text=Cambridge%20is%20the%20least%20equal,East%2C%20with%20only%20two%20exceptions.
[20] Potts, Deborah. 2021. "[Is Cambridge a broken city? Why housing is unaffordable for so many]" [presentation]. The Cambridge Commons, 7 April. See also: Potts, Deborah. 2020. Broken Cities Inside the Global Housing Crisis, London: Bloomsbury

To put this into perspective, a UKRI-funded postgraduate student making a stipend of £15,690 in 2021/22 would have to conduct 197 hour-long supervisions in groups of three (around 8 per week during term time) over the course of the year to reach that median wage - only to fall well under the income threshold to be able to afford at least a one-bedroom flat. Postdoctoral fellows, early career scholars, and teaching officers, who may wish to buy a house in Cambridge, do not fare much better: the average purchase price of a house in the city now exceeds £500,000, meaning that lenders will typically require an annual household income of at least £110,000 to issue a loan for an average home. On an individual level, this is an income level unattainable to all but the most senior and highly compensated employees in the sector.

HE Workforce Crisis

The past two years have been dominated by dealing with the impact and consequences of theCOVID-19 pandemic, both within the HE sector and across wider society. HE staff have been magnificent in how they have responded and adapted to the pandemic, managed significant changes to the way they work and ensured the highest possible levels of student support and learning experience. Such efforts have coincided, however, with an accelerating erosion of working conditions for staff in UK universities. Over the last decade, HE workers have suffered from a rapid rise in insecure employment and excessive workloads at the same time as pay and pensions have been eroded. This is creating a crisis in staff morale, and is threatening the future of the sector: according to a recent report by UCU, 60% of surveyed members said that the deterioration of pay and working conditions means that they are likely to leave the sector in the next five years. For staff aged between 18 and 29 years, this figure goes up to 81%[21].

Low morale and embitterment towards the system are pervasively felt by people who deliver undergraduate supervisions at Cambridge. Although figures about retention across undergraduate supervisors are not known, anecdotal evidence exists that the supervision system is characterised by an extremely high staff turnover, mainly due to poor working conditions. Testimonies collected by the branch in two distinct surveys in 2018 and 2021 confirm the state of extreme discontent felt across undergraduate supervisors. Hourly-paid supervisors surveyed by Cambridge UCU in 2018 said:

1. *Hourly-paid teaching [...] ruthlessly exploits its [graduate] students. It's a form of employment which, for over a year, left me virtually broke for three-month periods until payday at the end of term. [...] What the current payment situation seems to assume is that hourly supervision is simply a form of supplementary work for those with fulltime faculty or college jobs, or simply a bit of pocket money for students of independent means to have extra. Yet the tripos seems to depend to a large extent on precisely such work;*
2. *The environment in which we teach – at worst windowless spaces a little larger than a broom cupboard, and clearly regularly repurposed, with zero relevant facilities – is dispiriting and incommodious for supervisors and students alike.*

[21] https://www.ucu.org.uk/media/12532/HEReport24March22/pdf/HEReport24March22.pdf

3. *[I feel an] undermining of sense of worth and self-respect and basic professional dignity*

Crucially, such feelings of low morale vis-à-vis the supervision system are also expressed by staff who enjoy more job security in virtue of their University contract. University Teaching Officers surveyed by Cambridge UCU in 2021 in relation to undergraduate supervision teaching said:

1. *The high workload and low pay is why I left my college [...]. We are running a very labour-intensive system, which relies on UTOs being committed to collegiate teaching (or falsely believing it is a duty).*
2. *The volume of teaching quickly becomes exhausting, particularly giving feedback on and teaching multiple students in small groups for multiple hours across several days. A reduced volume of teaching would be beneficial.*

Our claim

Considering the above, Cambridge UCU submits a claim for:

1. A 10% increase to the hourly pay rate (currently 17 GBP/hour) used to calculate the intercollegiate supervision rate ;
2. An increase in the preparation time factored into the calculation of the intercollegiate supervision pay rate from 30 minutes to 2 hours;
3. Payment for attending the 5-hour mandatory training offered by the Cambridge Centre for Teaching and Learning that all undergraduate supervisors need to undertake prior to starting to supervise ;
4. An agreement for hourly-paid teaching (either performed by self-employed staff or by workers on zero-hours contracts) to be covered by a secure contract. The transition from the current supervision model to a secure employment model should happen in two steps. First, each College should identify those supervisors that have been working for the College as self-employed or on zero-hours contracts regularly and move these supervisors with secure employment contracts . Second, all outstanding supervision teaching should be reorganised according to a workforce model that guarantees teaching to be covered by secure employment contracts. Our preference would be 1) for such a contract to engage supervisors to a single employer 2) for the employer to be the University, according to a scheme where the University centrally employs undergraduate supervisors; the Colleges refund the University for the amount of teaching they need in order to cover their students' needs. However, we remain open to exploring other models, as long as they guarantee a secure number of hours and employment benefits (such as paid leave, sick pay, paid parental leave) for undergraduate supervisors.

We are seeking:

- An acknowledgment of our claim.
- A commitment to negotiate a fair settlement for undergraduate supervisors at <College>.
- A commitment to at least 3 meetings to facilitate meaningful negotiations. Such meetings will take the form of open negotiations to which all

undergraduate supervisors at <College> and a UCU regional full-time official are invited. Cambridge UCU will designate four representatives that will be allowed to speak at such meetings, even though all undergraduate supervisors will be allowed to attend. As our claim concerns issues that are usually collectively agreed by the 31 Colleges (such as the intercollegiate pay rate, policy over required training, and the infrastructure regulating contracts for undergraduate supervisors), our preference would be to hold joint negotiations. Such negotiations would engage UCU, on the one side, and four representatives jointly named by the 31 Colleges, on the other side.

- An agreement to share the necessary statistical and financial data to allow for meaningful negotiations, including: 1) a copy of the College's accounts for the last 4 years; 2) the numbers of undergraduate supervisors working for the College; 3) current pay bill; 4) consultant costs over the past 4 years.

If no acceptable offer is made, the UCU reserves the right to declare a trade dispute with the College and to progress this matter.

I hope to hear from you shortly and hope that we can look forward to open negotiations with a view to reaching agreement on all matters contained within our claim.

Yours sincerely,

Annex 1: Intercollegiate supervision pay rate 2002-2021. Source: CAMCORS

Academic Year	Term	1	2	3	4	5	Big	NS
2021	Easter	£31.17	£18.41	£14.16	£11.25	£9.00	£45.01	£0.00
	Lent	£31.17	£18.41	£14.16	£11.25	£9.00	£45.01	£0.00
	Michaelmas	£31.17	£18.41	£14.16	£11.25	£9.00	£45.01	£0.00
2020	Easter	£31.17	£18.41	£14.16	£11.25	£9.00	£45.01	£0.00
	Lent	£31.17	£18.41	£14.16	£11.25	£9.00	£45.01	£0.00
	Michaelmas	£31.17	£18.41	£14.16	£11.25	£9.00	£45.01	£0.00
2019	Easter	£29.78	£18.25	£13.90	£10.66	£8.81	£45.30	£0.00
	Lent	£29.78	£18.25	£13.90	£10.66	£8.81	£45.30	£0.00
	Michaelmas	£29.78	£18.25	£13.90	£10.66	£8.81	£45.30	£0.00
2018	Easter	£29.20	£17.89	£13.63	£10.45	£8.63	£44.46	£0.00
	Lent	£29.20	£17.89	£13.63	£10.45	£8.63	£44.46	£0.00
	Michaelmas	£29.20	£17.89	£13.63	£10.45	£8.63	£44.46	£0.00
2017	Easter	£28.71	£17.59	£13.41	£10.28	£8.49	£43.68	£0.00
	Lent	£28.71	£17.59	£13.41	£10.28	£8.49	£43.68	£0.00
	Michaelmas	£28.71	£17.59	£13.41	£10.28	£8.49	£43.68	£0.00
2016	Easter	£28.40	£17.40	£13.26	£10.16	£8.39	£43.21	£0.00
	Lent	£28.40	£17.40	£13.26	£10.16	£8.39	£43.21	£0.00
	Michaelmas	£28.40	£17.40	£13.26	£10.16	£8.39	£43.21	£0.00
2015	Easter	£28.12	£17.23	£13.13	£10.06	£8.32	£42.78	£28.12
	Lent	£28.12	£17.23	£13.13	£10.06	£8.32	£42.78	£28.12
	Michaelmas	£28.12	£17.23	£13.13	£10.06	£8.32	£42.78	£28.12
2014	Easter	£27.57	£16.90	£12.88	£9.87	£8.15	£41.94	£27.57
	Lent	£27.57	£16.90	£12.88	£9.87	£8.15	£41.94	£27.57
	Michaelmas	£27.57	£16.90	£12.88	£9.87	£8.15	£41.94	£27.57
2013	Easter	£27.30	£16.73	£12.75	£9.77	£8.07	£41.52	£27.30
	Lent	£27.30	£16.73	£12.75	£9.77	£8.07	£41.52	£27.30
	Michaelmas	£27.30	£16.73	£12.75	£9.77	£8.07	£41.52	£0.00
2012	Easter	£27.03	£16.56	£12.62	£9.67	£7.99	£41.16	£0.00
	Lent	£27.03	£16.56	£12.62	£9.67	£7.99	£41.16	£0.00
	Michaelmas	£27.03	£16.56	£12.62	£9.67	£7.99	£41.16	£0.00
2011	Easter	£26.93	£16.50	£12.58	£9.64	£7.96	£40.98	£0.00
	Lent	£26.93	£16.50	£12.58	£9.64	£7.96	£40.98	£0.00

	Michaelmas	£26.93	£16.50	£12.58	£9.64	£7.96	£40.98	£0.00
2010	Easter	£26.82	£16.44	£12.53	£9.60	£7.93	£40.80	£0.00
	Lent	£26.82	£16.44	£12.53	£9.60	£7.93	£40.80	£0.00
	Michaelmas	£26.82	£16.44	£12.53	£9.60	£7.93	£40.80	£0.00
2009	Easter	£26.48	£16.23	£12.36	£9.48	£7.83	£40.32	£0.00
	Lent	£26.48	£16.23	£12.36	£9.48	£7.83	£40.32	£0.00
	Michaelmas	£26.48	£16.23	£12.36	£9.48	£7.83	£40.32	£0.00
2008	Easter	£24.74	£15.15	£11.55	£8.85	£7.32	£37.64	£0.00
	Lent	£24.74	£15.15	£11.55	£8.85	£7.32	£37.64	£0.00
	Michaelmas	£24.74	£15.15	£11.55	£8.85	£7.32	£37.64	£0.00
2007	Easter	£23.84	£14.60	£11.13	£8.53	£7.05	£36.27	£0.00
	Lent	£23.84	£14.60	£11.13	£8.53	£7.05	£36.27	£0.00
	Michaelmas	£23.84	£14.60	£11.13	£8.53	£7.05	£36.27	£0.00
2006	Easter	£23.03	£14.11	£10.75	£8.24	£6.81	£35.04	£0.00
	Lent	£23.03	£14.11	£10.75	£8.24	£6.81	£35.04	£0.00
	Michaelmas	£23.03	£14.11	£10.75	£8.24	£6.81	£35.04	£0.00
2005	Easter	£22.36	£13.70	£10.44	£8.00	£6.61	£34.02	£0.00
	Lent	£22.36	£13.70	£10.44	£8.00	£6.61	£34.02	£0.00
	Michaelmas	£22.36	£13.70	£10.44	£8.00	£6.61	£34.02	£0.00
2004	Easter	£21.71	£13.30	£10.14	£7.77	£6.42	£33.03	£0.00
	Lent	£21.71	£13.30	£10.14	£7.77	£6.42	£33.03	£0.00
	Michaelmas	£21.71	£13.30	£10.14	£7.77	£6.42	£33.03	£0.00
2003	Easter	£20.99	£12.86	£9.80	£7.51	£6.21	£31.93	£0.00
	Lent	£20.99	£12.86	£9.80	£7.51	£6.21	£31.93	£0.00
	Michaelmas	£20.99	£12.86	£9.80	£7.51	£6.21	£31.93	£0.00
2002	Easter	£20.28	£12.42	£9.47	£7.26	£6.00	£30.85	£0.00
	Lent	£20.28	£12.42	£9.47	£7.26	£6.00	£30.85	£0.00
	Michaelmas	£20.28	£12.42	£9.47	£7.26	£6.00	£30.85	£0.00

Annex 2: Number of approved supervision reports according to staff category in 2018.
Source: Own elaboration based on CAMCORS data

COLLEGE	UTO	CTO	RF/CF	PD/UR	GRAD	OTHER	TOTAL
Christ's	1469	689	848	529	1316	479	5330
Churchill	1311	880	720	817	1552	743	6023
Clare	1628	776	685	720	1404	602	5815
Clare Hall	0	0	0	0	17	0	17
Corpus Christi	864	331	547	385	1044	393	3564
Downing	1216	670	811	753	1285	665	5400
Emmanuel	1945	465	618	655	1833	506	6022
Fitzwilliam	1456	657	986	710	1511	520	5840
Girton	1675	979	735	566	1424	558	5937
Gonville and Caius	2132	1101	843	749	1601	822	7248
Homerton	1208	1423	898	880	2085	930	7424
Hughes Hall	231	287	304	117	396	211	1546
Jesus	1854	713	567	659	2005	541	6339
King's	1915	449	411	535	1375	502	5187
Lucy Cavendish	203	229	279	66	189	220	1186
Magdalene	985	603	535	471	1321	550	4465
Murray Edwards	1182	632	688	445	1033	621	4601
Newnham	1351	676	497	552	1271	742	5089
Pembroke	1304	777	513	672	1417	652	5335
Peterhouse	841	517	436	339	797	288	3218
Queens'	2452	731	611	658	1734	509	6695
Robinson	1016	508	522	663	1375	547	4631
Selwyn	1322	707	620	383	1124	717	4873
Sidney Sussex	1070	682	600	390	1227	457	4426
St Catharine's	1548	1201	685	520	1323	542	5819
St Edmund's	168	174	231	122	429	99	1223
St John's	2597	1267	735	805	1722	546	7672
Trinity	3133	1003	900	811	2211	752	8810
Trinity Hall	1288	634	459	410	1013	587	4391
Wolfson	317	378	231	280	627	251	2084
Darwin	4	0	0	1	19	0	24
TOTAL	**39685**	**20139**	**17515**	**15663**	**37680**	**15552**	***146234***
TOTAL %	**27%**	**14%**	**12%**	**11%**	**26%**	**11%**	**100%**