



Gender Pay Gap Report

1. Introduction

University College Oxford employs over 250 staff and is required to publish its gender pay gap report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The following information represents the gender pay gap report for University College, Oxford using data taken at the reference date of 5 April 2017.

Definitions

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female employees receive. The mean pay gap is the difference between the average hourly earnings of males and females. The median pay gap is the difference between the midpoints in the ranges of the hourly earnings of males and females.

2. The Figures

I. Average gender pay gap as a mean average:

Mean average male employees' hourly rate: £17.54;
Mean average female employees' hourly rate: £14.49;
% Difference 17.4%.

Using the mean calculation, male employees are paid £3.05 pounds per hour more than female employees.

II. Average gender pay gap as a median average:

Median average male employees' hourly rate: £14.08;
Median average female employees' hourly rate: £11.43;
% Difference 18.8%.

Using the median calculation, male employees are paid £2.65 per hour more than female employees.

III. Average bonus gender pay gap as a mean average:

Not applicable – no bonus is paid.

IV. Average bonus gender pay gap as a median average:

Not applicable – no bonus is paid.

V. The proportion of males receiving a bonus payment and the proportion of females receiving a bonus payment:

Not applicable – no bonus is paid.

VI. The proportion of males and females when divided into four groups ordered from the lowest to highest pay:

<i>By Quartile</i>	<i>Male</i>	<i>Female</i>	<i>% Male</i>	<i>% Female</i>
First Quartile (lowest hourly paid)	58	47	55%	45%
Second Quartile	60	44	58%	42%
Third Quartile	72	32	69%	31%
Fourth Quartile (highest hourly paid)	75	29	72%	28%

There is a higher proportion of female employees in the first two quartiles than male employees i.e., 60% of female employees occupy roles in the first and second quartiles compared to 45% of male employees. The median average for female employees is therefore reached at a lower average hourly rate than for male employees, which in turn gives rise to a slightly larger median average pay gap in percentage terms. There are proportionately more male employees in the third and fourth quartiles combined. The lower number of female employees in the higher quartiles has a considerable impact on the mean average for female employees.

3. Conclusions

A gender pay gap exists at Univ. Male employees are paid more than female employees when tested across the population using mean and median averages.

Our gender pay gap is partly caused by occupational stratification. There are more men than women in the senior or higher paying roles (70.5% men versus 29.5% women) in the third and fourth quartiles combined arising from the employment legacy. The gap is also a reflection of working patterns as there are more women than men who work part time. Many of the jobs that are on a part-time basis are relatively low paid.

In terms of numbers, the gender balance of the workforce is less skewed in the lower (first and second) quartiles with slightly more men than women overall (56.5% men versus 43.5% women). However, the figures show that the gender pay gap exists even across all occupational groups in the College (Academic – 17%; Administrative – 12%; Operations/Support – 11%) with the senior and highest paid roles showing the largest gap.

Univ is ranked in the middle compared to other College's gender pay gap figures. Univ data are also very similar to the national average (using the Annual Survey of Hours and Earnings figures published by the Office for National Statistics) which is currently around 18%.

It is important to note that a gender pay gap is not the same as equal pay. The latter is a separate matter and is the legal requirement for people carrying out the same or similar work to be paid

equally, regardless of gender. Univ abides assiduously to equal pay for people carrying out the same or similar work without reference to gender.

In common with many colleges, Univ's gender pay gap is compounded by having fewer women than men in Academic/senior management roles. Based on the numbers of staff at this level (Academic/senior management) and the low turnover rate, addressing the gender pay gap at the highest levels remains a long-term aspiration which is being addressed with gender-neutral advertising and support provision, balanced candidate lists wherever possible and zero tolerance for unfair practices and conduct.

To ensure progress towards reducing the gender pay gap in the short term (in lower occupational roles), the College will endeavour to:

- create a fair environment in which everyone is treated equally;
- promote a culture in which everyone's voice is heard and the path to the top is open to all;
- support initiatives that will empower and support women in order to progress their careers;
- foster greater diversity, inclusion and gender balance.

Declaration

I confirm that the information in this report is accurate and prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Andrew Grant, Finance Bursar
3 April 2018