



Gender Pay Gap Report

1. Introduction

The Gender Pay Gap Report for University College, Oxford uses data taken at the reference date of 5 April 2018. The gender pay gap is the difference between the mean or median hourly rate of pay that male and female employees receive across the entire male and female employee population of University College Oxford. It is not a measure of the difference in pay between men and women for doing the same job.

Definitions

Mean pay gap - the difference between the mean average hourly earnings of males and females.

Median pay gap - 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:

Mean male employees' hourly rate: £17.75;
Mean female employees' hourly rate: £14.49;
% Difference 18.4%.

Using the mean calculation, male employees are paid £3.26 pounds per hour more than female employees.

II. Average gender pay gap as a median:

Median male employees' hourly rate: £12.91;
Median female employees' hourly rate: £12.00;
% Difference 7.02%.

Using the median calculation, male employees are paid £0.91 per hour more than female employees.

III. Average bonus gender pay gap – the mean and median representations for this type of pay is not applicable because no bonus is paid.

IV. 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)	55	55	50%	50%
Second Quartile	69	42	62%	38%
Third Quartile	66	43	61%	39%
Fourth Quartile (highest hourly paid)	77	34	70%	30%

3. Conclusion

The mean gender pay gap of 18.4% is comparable to 2017 and suggests that, based on mean hourly rates, females earn about 82p for every £1 that males earn (April 2017 data: 17.4%). However, the median gender pay gap for April 2018 of 7.02% has decreased significantly from April 2017, and suggests that females earn 93p for every £1 that males earn (April 2017 data: 18.8%).

The mean gender pay gap at University College is similar to the national average (Office for National Statistics - Annual Survey of Hours and Earnings figures) at about 18%. However, the significant increase in the appointment of females – female staff numbers are up 14% over the 12 months - to the upper pay quartiles has helped drive the median measure towards zero.

In common with many colleges, University College has a legacy of fewer females than males in academic/senior management roles. The College's mean gender pay gap is the outcome of having more males than females in the senior, higher paying roles. It is also a reflection of the higher number of women working in part time, lower paid jobs. Nevertheless, along with the increase in females in the upper pay quartiles, the absolute numbers of males in the lower pay quartiles has also increased over the last 12 months, which has driven the male median gender pay gap measure down.

In summary, female median pay has gone up (+5%) and male median pay has fallen (-8%) over the past 12 months which reduces significantly the median pay gap. The mean pay gap is less sensitive to small population changes and the legacy of higher number of males in the senior academic posts will take time to reverse.

University College will maintain its efforts to address the gender balance at the highest levels (academic/senior management roles) to reduce the gender pay gap. The College upholds an environment in which equality of treatment, with, for example, balanced candidate slates wherever possible for open roles, is maintained. To continue to address the gender pay gap, we will continue to:

- challenge heads/managers on practices impacting the gender balance/pay gap;
- maintain 'zero tolerance' of unfair and discriminatory practices
- promote a culture in which everyone's voice is heard, and the path to the top is open to all, and
- monitor the recruitment data for senior posts.

4. 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 2019**