



Gender Pay Gap Report

1. Introduction

University College's Gender Pay Gap Report is submitted here, in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The reference date for data is 5 April 2020.

The College's reports for 2017, 2018 and 2020 are available on the website [here](#). The 2019 report was not submitted due to Covid-19.

Definitions

The gender pay gap is the difference between the mean or median hourly rate of pay that College's male and female employees receive. It is not a measure of the difference in pay between men and women for doing the same job

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

Median pay gap - the difference between the mid-points in the ranges of the hourly earnings of males and females.

2. The 2021 Figures

I. The mean average gender pay gap is **14.8%**:

Mean male employees' hourly rate: £17.73;

Mean female employees' hourly rate: £15.11;

Using the mean calculation, male employees are paid £2.62 per hour more than females.

II. The median average gender pay gap is **16.1%**:

Median male employees' hourly rate: £14.07;

Median female employees' hourly rate: £11.80;

Using the median calculation, male employees are paid £2.27 per hour more than females.

III. Average bonus gender pay gap – not applicable because no bonus is paid.

IV. The proportion of males and females divided into four groups and 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)	49	62	44.1%	55.9%
Second Quartile	68	43	61.3%	38.7%
Third Quartile	68	43	61.3%	38.7%
Fourth Quartile (highest hourly paid)	77	34	69.4%	30.6%

3. Conclusion

The 2021 mean gender pay gap figure of 14.8% shows a significant improvement over the previous four years. The median figure also shows a distinct improvement on 2019 and 2020, although it is still considerably far off the 2018 figure.

	2017	2018	2019	2020	2021
Mean (%)	17.4	18.4	19.8	17.5	14.8
Median (%)	18.8	7.02	25.6	19.4	16.1

The improvement indicates that the College's policies and initiatives are moving things in the right direction. For example, the College has resolved to:

- Improve the gender balance at the highest levels (academic/senior management roles);
- uphold an environment in which equality of treatment is maintained;
- challenge heads/managers on practices impacting the gender balance/pay gap.

The College's gender pay gap is the result 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 lower paid and part time jobs.

There has been some significant change recently, for example, two of the five senior officers of the College are female, whereas previously there was 1. It is also worth noting that the upper pay quartile shows an increase in the number of females (the number rose by 21% and dropped by 15% for males, over the 12 months to April 2021).

Male and Female numbers - Upper Quartile

	2017	2018	2019	2020	2021
M	75	77	78	89	77
F	29	34	28	28	34

In addition, the highest paid academic on an hourly equivalent rate (£/hr) is female and the highest paid employee in the College is female. But it is also recognised that the gap will only be reduced when there is a much higher number of females in Academic and senior management/leadership roles.

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.

Alan Tewungwa
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4 April 2022