



## Gender Pay Gap Report

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### 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 2022.

The College's reports for 2017 -2021 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 2022 Figures

I. The mean average gender pay gap is **19.2%**:

Mean male employees' hourly rate: £19.33;

Mean female employees' hourly rate: £15.61;

Using the mean calculation, male employees are paid £3.72 per hour more than females.

II. The median average gender pay gap is **18.1%**:

Median male employees' hourly rate: £13.71;

Median female employees' hourly rate: £11.23;

Using the median calculation, male employees are paid £2.49 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)	38	44	46.3%	53.7%
Second Quartile	44	40	52.4%	47.6%
Third Quartile	47	36	56.6%	43.4%
Fourth Quartile (highest hourly paid)	57	27	67.9%	32.1%

### 3. Conclusion

The 2022 mean gender pay gap figure of 19.2% shows an increase on the 2021 figure. The median figure of 18.1% also shows an increase.

	2017	2018	2019	2020	2021	2022
Mean (%)	17.4	18.4	19.8	17.5	14.8	19.2
Median (%)	18.8	7.02	25.6	19.4	16.1	18.1

The 2022 data are likely incomplete as the introduction of a new reporting system lead to a significant number of lecturers (Out Tutors) submitting their timesheets after the 5 April 2022 census date. This may in part explain the widening of the pay gap in 2022 compared to 2021'

The College's gender pay gap is a 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.

The gap will reduce when there is a higher number of females in Academic and senior management roles. Still the College continues to strive 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.

There has been notable change recently. Three of the five senior officers of the College are female, whereas previously there was 1. The highest paid academic on an hourly equivalent rate (£/hr) is female and the highest paid employee in the College is female.

In April 2022, we adopted the Oxford Living Wage, thus continuing to increase the hourly rate of pay for our lowest paid workers. Female employees make up the majority of the College's workforce and most are at the lower grade. In February 2023, the College introduced enhanced maternity pay over and above the statutory pay for all women from Day 1.

The College offers flexible working, where business needs allow, as a norm. Our recruitment processes continue to seek ways to attract a more diverse range of applicants. Interview panels for professional jobs have a balanced representation. We have embedded our Rewards policy, which clarifies the College's approach to pay, ensuring consistency in our decision making on starting pay and the basis for pay during employment.

We recognise that programmes alone are not enough to close the gender pay gap. Our Equalities, Diversity and Inclusion committee, chaired by the Master, are focussed on addressing our culture and promoting an inclusive environment where all people can thrive, develop and succeed.

### 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**  
**HR Manager**  
**4 April 2023**