



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 Gender Pay Gap Report for University College, Oxford is provided below. The report uses data taken at the reference date of 5 April 2020.

Due to the impact of Coronavirus (COVID-19), the Equality and Human Rights Commission (EHRC) postponed mandatory reporting at April 2020, which would have taken account of data with a reference date of 5 April 2019. In addition, the Commission announced that enforcement of the gender pay gap reporting for the 2020/21 reporting year (which uses a snapshot date of 5 April 2020) will not begin until 5 October 2021.

The College's reports for 2017 and 2018 are available on the website [here](#). As noted in previous reports, Univ'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.

To address the gender pay gap, the College has sought to improve the gender balance at the highest levels (academic/senior management roles). In addition, in 2019, the College resolved to:

- uphold an environment in which equality of treatment is maintained.
- challenge heads/managers on practices impacting the gender balance/pay gap;
- maintain 'zero tolerance' of unfair and discriminatory practices

Definitions

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

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 2020 Figures

I. The mean average gender pay gap is **17.5%**:

Mean male employees' hourly rate: £18.47;

Mean female employees' hourly rate: £15.23;

Using the mean calculation, male employees are paid £3.24 pounds per hour more than females.

II. The median average gender pay gap is **19.4%**:

Median male employees' hourly rate: £15.09;

Median female employees' hourly rate: £12.17;

Using the median calculation, male employees are paid £2.92 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)	53	63	46%	54%
Second Quartile	74	43	63%	37%
Third Quartile	69	47	60%	40%
Fourth Quartile (highest hourly paid)	89	28	76%	24%

3. Conclusion

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

The 2020 mean gender pay gap figure of 17.5% shows a slight improvement in trends over the previous two years. The median figure shows a distinct improvement on 2019, although it is still considerably far off the 2018 figure¹.

Based on mean hourly rates, females earned about 82p for every £1 that males earned between April 2019 and 2020. The median pay gap suggests that females earned 81p for every £1 that males earned in the same period. However, between April 2018 and 2019, it was 80p and 74p for the mean and median respectively.

Median pay - Hourly Earnings (£)

	2017	2018	2019	2020
M	14.08	12.91	14.66	15.09
F	11.43	12.00	10.90	12.17

In some ways, this slight improvement indicates that our policies and initiatives are moving us in the right direction, but the change is small and not enough. It is, however, worth noting that the highest paid academic on an hourly equivalent rate (£/hr) is female and the highest paid employee in the College is female.

As observed, the gender pay gap at Univ is mainly due to a low female representation in Academic and senior management/leadership roles. While this has changed, for example, the two of the five senior officers of the College are female, rather than 1 previously, and most committees achieve good gender balance, there is more to be done to show exceptional progress.

¹ In 2018, female median pay went up (+5%) and the male median pay fell (-8%) over a 12-month period, which temporarily reduced the median pay gap. The mean pay gap is less sensitive to small population changes.

Moreover, there was a significant increase in the number of males in the upper pay quartiles – male staff numbers rose by 14% - over the 12 months to April 2020.

Male and female numbers - Upper Quartile

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

The number of males in the lower pay quartiles also increased over the same 12 months.

Male and female numbers – Lower Quartile

	2017	2018	2019	2020
M	46	58	46	53
F	63	47	60	63

Both of these factors – lower female representation at senior level and (comparatively) fewer men at junior level - have contributed to maintaining, if not promoting, the gender pay gap at Univ.

The College's gender pay gap will only be fixed when the root causes are addressed. It is recognised that there is a need for sustained change. However, the legacy of higher number of males in the senior posts will take time to reverse. Nevertheless, Univ is seeking to play a more active role in achieving long-lasting change, for example, through the establishment of the new Equality, Diversity and inclusion Committee.

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
4 October 2021