**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 2023.

The College’s reports for 2017 -2022 are available on the website [here](https://www.univ.ox.ac.uk/policy-documents/). 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 the 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.

Univ has four main staff groups that are covered by this report:

• Academic staff

• Non-academic staff (Administration and Operations)

• Casual staff

• Tuition (ad hoc teaching provided by graduate students or staff at other colleges or departments).

In total, these staff groups represented 313 people at the snapshot date of 5 April 2023. Overall, the College’s staff is 45% female and 55% male.

**2. The 2023 Figures**

I. The mean average gender pay gap is **14.6%**:

Mean male employees’ hourly rate: £20.90;

Mean female employees’ hourly rate: £17.84;

Using the mean calculation, male employees are paid £3.06 per hour more than females.

II. The median average gender pay gap is **15.3%**:

Median male employees’ hourly rate: £15.84;

Median female employees’ hourly rate: £13.41;

Using the median calculation, male employees are paid £2.43 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:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  *By Quartile* | *Male* | *Female* | *% Male* | *% Female* |
|  First Quartile (lowest hourly paid) | 31 | 47 | 39.7% | 60.3% |
|  Second Quartile | 46 | 33 | 58.2% | 41.8% |
|  Third Quartile | 45 | 32 | 58.4% | 41.6% |
|  Fourth Quartile (highest hourly paid) | 52 | 27 | 65.8% | 34.2% |

**3. Key Points**

The 2023 report demonstrates some steady progress in the reduction of the gender pay gap at Univ.

* The mean gender pay gap has decreased this year from 19.2% to 14.6%.
* The median gender pay gap has reduced from 18.1% to 15.3%.

The introduction of the Oxford Living Wage, continues to increase the hourly rate of pay for the lowest paid workers. Female employees make up the majority of the College’s workforce and most are at the lower grade.

However, if we narrow the data down to look at different occupational/pay groups in the College, (see Appendix 1) the key points are

* The gender pay gap is highest in the Tuition and Administration worker groups since we started reporting.
* The mean gender pay gap has increased this year from 14.3% to 22.5% in the Tuition group. It has also increased slightly from 17.5%% to 18.7% in the Administration group.

There were more female staff this year (42) than last year (33) in the Tuition group.  Within this group, the pay rate is the same for all the out-college tutors but it is different for non-stipendiaries. The possible explanation for the gender pay gap figure is that there are more males being hired as non-stipendiaries than females.

As noted, the College’s gender pay gap is a result of having more males than females in the senior and higher paying roles.  It is also a reflection of the higher number of women working in lower paid and part time jobs.  The College continues to develop and pursue plans to improve gender balance at the highest levels (academic/senior management roles. This includes upholding an environment in which equality of treatment is maintained; providing flexible working where possible; and challenging heads/managers on practices impacting the gender balance/pay gap.

**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 2024**

**APPENDICES**

**Breakdown by Payrolls**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | **Fellows** |  | **Tuition** |  | **Administration** |  | **Operations** |  | **Casual** |
|  |  | *2023* | *2022* |  | *2023* | *2022* |  | *2023* | *2022* |  | *2023* | *2022* |  | *2023* | *2022* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Total Count |  | **62** | *59* |  | **101** | *97* |  | **53** | *54* |  | **80** | *81* |  | **17** | *43* |
|   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Total Count (F) |  | **18** | *16* |  | **42** | *33* |  | **34** | *34* |  | **33** | *36* |  | **12** | *28* |
|   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Total Count (M) |  | **44** | *43* |  | **59** | *64* |  | **19** | *20* |  | **47** | *45* |  | **5** | *15* |
|   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Total % (F) |  | **29%** | *27%* |  | **42%** | *34%* |  | **64%** | *63%* |  | **41%** | *44%* |  | **71%** | *65%* |
|   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Total % (M) |  | **71%** | *73%* |  | **58%** | *66%* |  | **36%** | *37%* |  | **0.5875** | *56%* |  | **29%** | *35%* |
|   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Mean Average Gender Pay Gap (£ per hr) |  | **0.44** | *0.3* |  | **3.8** | *2.3* |  | **4.37** | *4.0* |  | **1.09** | *1.1* |  | **-11.67** | *0.0* |
|   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Mean Average Gender Pay Gap (%)** |  | **1.3%** | *1.0%* |  | **22.5%** | *14.3%* |  | **18.7%** | *17.5%* |  | **8.6%** | *9.7%* |  | **-99.3%** | *0.0%* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Median Gender Pay Gap (£) |  | **1.84** | *-1.90* |  | **3.14** | *1.10* |  | **3.49** | *3.65* |  | **0.33** | *0.58* |  | **0.50** | *0.00* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Median Gender Pay Gap (%)** |  | **4.4%** | *-4.8%* |  | **21.4%** | *8.2%* |  | **16.2%** | *17.4%* |  | **2.8%** | *5.2%* |  | **4.2%** | *0.0%* |