

Gender Pay Gap Reporting 2017

New College, Oxford

New College, Oxford employs over 250 people and is thus required to publish its gender pay gap statistics under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. New College is committed to gender equality in the workplace. We are confident that men and women are paid the same for doing the same job at New College. However, men and women are often employed in different roles across our organisation creating a gender pay gap. We are actively exploring steps to reduce the lack of female representation across roles of different seniority and encourage a diverse applicant mix for new job openings.

Headline Gender Pay Gap Statistics

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female employees receive. The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. The mean and median hourly wage gaps at New College are 12.6% and 24.3% respectively.

The gender gap in bonuses is calculated as the difference between the average annual bonus payments between male and female employees who were paid a bonus. The mean and median bonus gaps for New College are 39% and 50% respectively.

Gender Pay Statistics 2017		
	Mean Pay Gap	Median Pay Gap
Hourly Wage	12.57%	24.27%
Bonus	39.02%	50.00%
Pay Quartile	Proportion of Women	Proportion of Men
Lowest Quartile	62.96%	37.04%
Lower Middle Quartile	40.00%	60.00%
Upper Middle Quartile	46.25%	53.75%
Top Quartile	39.51%	60.49%

Why does New College Have a Gender Pay Gap?

The main reason for our gender pay gap is the difference in roles in which men and women are employed across our organisation. Once we account for differences in the department that male and female employees are employed in (e.g. domestic, maintenance, kitchen), our mean gender wage gap falls to 5%. Specifically, a large proportion of women (28%) in College are employed in the Domestic department (17.6% of the College's workforce), which has the lowest hourly pay rate. The gender difference in bonuses lies in the fact that

many low-value bonuses are paid to women employed in the Domestic department, whereas a smaller number of higher value bonuses are paid in the Lodge and Kitchen departments, which have a much higher proportion of male colleagues.

Women are also less likely to take on the highest earning roles within a department. In two thirds of departments with more than five employees, men earn the highest hourly wage of all employees in the division. We interpret this as a relative lack of female representation amongst senior roles. If you would like to discuss the anonymised data underlying these conclusions, please email abi.adams@new.ox.ac.uk.

How is New College Addressing the Gender Pay Gap?

New College aims to provide an inclusive environment that embodies its commitment to equality and diversity.

The Equality and Diversity Committee at New College has increased the number of times it meets per year from one to three in order to develop a strategy for improving female representation at different levels of the organisation. The recently created role of Equality Officer will oversee and will take responsibility for generating key policies to make progress on this issue.

A key area that we hope to make progress in is the recruitment of women into senior administrative roles and into traditionally “male” departments (e.g. IT). Members of appointment panels will be expected to undergo unconscious bias training and we will take active steps to ensure a diverse applicant pool.