

Gender Pay Gap Reporting 2021

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. 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 27.7% and 27.6% 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 39.8% and 50% respectively.

Results for 2021 (reported in 2022)

Mean Gap	Male (£)	Female (£)	Gap (%)
Hourly Rate	27.7	21.8	21.3
Bonus	1001.5	603.3	39.8
Median Gap	Male (£)	Female (£)	Gap (%)
Hourly Rate	27.6	20.3	26.5
Bonus	955.7	477.9	50.0
Proportion	Male (%)	Female (%)	Anonymous (%)
Q4 Upper quartile	66.2	32.3	1.5
Q2 Upper middle quartile	53.4	42.9	3.8
Q3 Lower middle quartile	50.4	49.6	
Q1 Lower quartile	42.9	57.1	
Proportion receiving bonus	Male (%)	Female (%)	
	13.4	22.7	

The gender pay gap is mainly due to a small proportion of senior male administrative roles colleagues (11) combined with a certain amount of male out-tutors (36). The median bonus gap difference lies in the fact that a large proportion of the bonuses are paid to women employed in the Domestic department (>75%), whereas a higher proportion (>70%) of higher value bonuses are paid in the Lodge and Kitchen departments, which have a much higher proportion of male colleagues.

New College aims to provide an inclusive environment that embodies its commitment to equality and diversity. We are confident that men and women are paid the same for doing the same job at New College. We continue to strive to recruit women into senior administrative roles and into traditionally “male” departments (e.g., IT). We are pursuing this through several means including the Equality and Diversity Committee and by expecting members of appointment to undergo unconscious bias training and be proactive to ensure a diverse applicant pool.

Seven Governing Body Fellows were recruited in the academic year 2020-21 and 2021-22 and New College is pleased to report that four of those Fellows are women.