

## Gender Pay Gap Reporting 2023

### 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 16.3% and 17.6% respectively. The gender gap in bonuses, calculated as the difference between the average annual bonus payments between male and female, is not presently reported as no employees are now paid a bonus. This has instead been included in a revised salary payment.

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#### Results for 2023 (reported in 2024)

<b>Mean Gap</b>	<b>Male (£)</b>	<b>Female (£)</b>	<b>Gap (%)</b>
Hourly Rate	28.44	23.80	16.3
<b>Median Gap</b>			
<b>Median Gap</b>	<b>Male (£)</b>	<b>Female (£)</b>	<b>Gap (%)</b>
Hourly Rate	21.28	17.54	17.6
<b>Proportion</b>			
<b>Proportion</b>	<b>Male (%)</b>	<b>Female (%)</b>	<b>Anonymous (%)</b>
Q4 Upper quartile	66.3	33.7	0
Q2 Upper middle quartile	57.0	43.0	0
Q3 Lower middle quartile	61.9	38.1	
Q1 Lower quartile	39.8	60.2	

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The variation in the results comes from a new reporting system being introduced which led to delays in lectures reporting and subsequently some payments were made the following term. This will have had an influence on the results but we are confident that they are correct.

The gender pay gap is mainly due to a small proportion of senior male administrative role colleagues (11) combined with a certain amount of male out-tutors (12). An increase in male out-tutors necessitated for certain subject teaching doing higher rate/large group teaching impacts the median/mean rates.

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 to be proactive to ensure a diverse applicant pool.