

Gender Pay Gap Reporting 2018

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.

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 7% and 0% 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 47% and 25% respectively.

Gender Pay Statistics 2018		
	Mean Pay Gap	Median Pay Gap
Hourly Wage	7%	0%
Bonus	47%	25%
Pay Quartile	Proportion of Women	Proportion of Men
Lowest Quartile	57%	43%
Lower Middle Quartile	34%	66%
Upper Middle Quartile	51%	49%
Top Quartile	39%	61%

The gender difference in bonuses lies in the fact that many low 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.

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