



## Worcester College, Oxford

### Gender Pay Gap Report 2018

Worcester 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. This is its report for the snapshot date of 5 April 2018.

Employers must publish the gap in pay between men and women on both a mean basis (comparing average hourly salaries) and a median basis (pay per hour based on the man 'in the middle' of the distribution of pay, compared to the woman 'in the middle'). See Table 1.

Table 2 sets out the Gender Pay Gap information for 2017 and 2018 for comparison purposes.

In addition, employers are required to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay and showing the proportion of men and women in each group. See Table 3.

**Table 1: Gender Pay Gap for 2018**

	<b>Mean</b>	<b>Median</b>
Gender Pay Gap	5.4%	0.5%
Gender Bonus Gap	0%	0%

At the College this data means that women earn £1 for every £1 that men earn when comparing median hourly wages. Their median hourly wage is 0.5% lower than men's.

When comparing mean hourly wages, women's mean hourly wage is 5.4% lower than men's.

**Table 2: Gender Pay Gap data for 2017 and 2018**

	<b>Mean - 2018</b>	<b>Mean - 2017</b>	<b>Median - 2018</b>	<b>Median - 2017</b>
Gender Pay Gap	5.4%	10%	0.5%	7%
Gender Bonus Gap	0%	0%	0%	0%

**Table 3: Pay Quartile Data for 2018**

Pay Quartile	Women	Men	Description
Upper	43%	57%	Includes all employees whose standard hourly rate places them above the upper quartile
Upper Middle	44%	56%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Lower Middle	45%	55%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Lower	43%	57%	Includes all employees whose standard hourly rate places them at or below the lower quartile

In relation to the proportion of women in each pay quarter, women occupy 43% of the highest paid jobs and 43% of the lowest paid jobs.

**Table 4: Pay Quartile Data for 2017 and 2018**

Pay Quartile	Women - 2018	Men - 2018	Women - 2017	Men - 2017	Description
Upper	43%	57%	41%	59%	Includes all employees whose standard hourly rate places them above the upper quartile
Upper Middle	44%	56%	42%	58%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Lower Middle	45%	55%	45%	55%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Lower	43%	57%	52%	48%	Includes all employees whose standard hourly rate places them at or below the lower quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2018.

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