



## Worcester College, Oxford

### Gender Pay Gap Report 2017

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 2017.

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.

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 2.

**Table 1: Gender Pay Gap**

	<b>Mean</b>	<b>Median</b>
Gender Pay Gap	10%	7%
Gender Bonus Gap	0%	0%

**Table 2: Pay Quartile Data**

<b>Pay Quartile</b>	<b>Male</b>	<b>Female</b>	<b>Description</b>
Upper	59%	41%	Includes all employees whose standard hourly rate places them above the upper quartile
Upper Middle	58%	42%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Lower Middle	55%	45%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Lower	48%	52%	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 2017.