



TRINITY COLLEGE

UNIVERSITY of OXFORD

Gender Pay Gap Report 2025

Gender Pay Gap Definition: The difference in average earnings between the male and female genders expressed as a percentage of male earnings.

The College has prepared this report to provide an analysis of the gender pay gap using hourly rate of pay for in accordance with UK Government guidance. We have used a consistent and standardised approach to ensure the results are accurate, comparable over time and compliant with statutory requirements.

Strategically, the report is essential for UK compliance and for guiding decisions to promote diversity, inclusion and equitable pay.

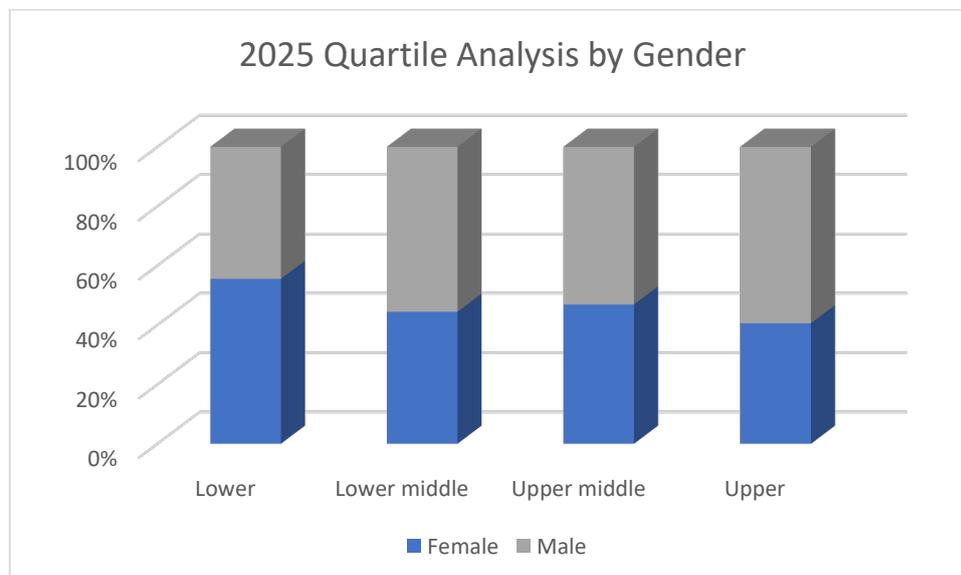
Key Findings on the Pay Gap

Using the prescribed methods, the headline results are a mean gender pay gap of 12.2% and a median gender pay gap of 22.4%.

For 2024 and 2025 both the mean and median hourly rates for the female group fall in the lower middle quartile whilst their male equivalents fall in the upper middle quartile. This is fundamentally why the gender pay gap exists.

Measure	2025			2024		
	Female	Male	Gap	Female	Male	Gap
Mean Hourly Rate	£25.95	£29.57	12.2%	£25.78	£27.95	7.80%
Median Hourly Rate	£21.73	£28.01	22.4%	£17.68	£18.77	5.80%

Quartile Analysis using prescribed methods indicate under-representation of female employees at the highest pay levels:



2025: Analysis by Quartile

Row Labels	Female	Male	Total	Female %	Male %
Lower quartile	48	34	82	58.5%	41.5%
Lower middle quartile	37	44	81	45.7%	54.3%
Upper middle quartile	35	46	81	43.2%	56.8%
Upper quartile	34	47	81	42.0%	58.0%
Grand Total	154	171	325		

Male pay rates show wider ranges and higher upper extremes than female pay rates.

Female headcount is highest in the lowest quartile but consistently lower across the other quartiles reflecting that this gender is underrepresented in top-paying roles.

There is a net increase to the total headcount of 9 since the 2024 report. Of those, 6 are female and 3 are male. The impact shown on the quartile analysis indicates that the female recruits were most likely to be within the lower pay quartiles.

2024 : Analysis by Quartile

Row Labels	Female	Male	Total	Female %	Male %
Lower quartile	43	36	79	54.4%	45.6%
Lower middle quartile	33	46	79	41.8%	58.2%
Upper middle quartile	41	38	79	51.9%	48.1%
Upper quartile	31	48	79	39.2%	60.8%
Grand Total	148	168	316		

Trinity College (Gender) Recruitment Equity:

The College is committed to employment on merit to ensure that the best person for the job is employed no matter their gender.

Trinity College ensures that people in similar roles with comparable skills, effort, and responsibility receive equal pay, regardless of gender, race, or other demographics. Neither the mean nor the median gender pay gap measures equal pay for equal work. Instead, together they provide insight into workforce composition. Visually, calculating the gender pay gaps within quartiles reflects pay equity.

Alternative Gender Pay Gap Report: Mean and Median Pay Gaps by Quartile

<u>By Average Hourly Rate of Pay</u>									
<u>Quartile</u>	<u>F</u>	<u>M</u>	<u>Mean Gender Pay Gap</u>			<u>Female Median</u>		<u>Male Median</u>	<u>Median Gender Pay Gap</u>
			<u>Female Mean</u>	<u>Male Mean</u>	<u>Pay Gap</u>	<u>Female Median</u>	<u>Male Median</u>	<u>Pay Gap</u>	
Lower	48	34	£12.13	£12.16	0.25%	£12.49	£12.49	0.00%	
Lower middle	37	44	£18.82	£18.49	-1.78%	£16.89	£16.89	0.00%	
Upper middle	35	46	£30.64	£30.24	-1.32%	£28.44	£28.33	-0.39%	
Upper	34	47	£48.39	£51.87	6.71%	£47.69	£47.70	0.02%	
	154	171							

How we continue to work towards closing the gap:

We ensure that all members of the College involved in recruitment complete implicit bias training. In addition, an Equality, Diversity, and Inclusion (EDI) module was incorporated into the mandatory annual staff training programme in 2024, reinforcing awareness of inclusive practices and strengthening our commitment to fostering a community in which all individuals feel valued and respected.

Trinity is firmly committed to supporting gender equality and ensuring fair pay and opportunities for women in the workplace. The College offers shared parental leave and enhanced 4-week paid paternity leave, which have been taken up by several male employees. This provision helps to balance caregiving responsibilities that have traditionally fallen disproportionately on women and may have affected their career progression. By enabling parents to share childcare responsibilities and associated periods of leave, the policy promotes greater equity in recruitment, retention, and advancement.

At its most senior level, the College continues to address the historic gender imbalance. The College’s Governing Body is its Board of Trustees. Compared to last year, the number of female members has risen by 4.3% to 46.3% as at July 2025.