



## TRINITY COLLEGE UNIVERSITY of OXFORD

### Gender Pay Gap Report 2024

According to the statutory guidance on gender pay gap reporting, “any employer with 250 or more employees on a specific date each year (the ‘snapshot date’) must report their gender pay gap data”. Trinity College has submitted its gender pay data each year since commencing in April 2017.

The results over the years are varied and do not reflect that the college pays the same hourly rate of pay for the job role regardless of the gender of the employee across the academic, professional and operational staff groups, and also in the permanent and casual employment types.

Generally, the gender pay gap is directly affected by the number of employees and whichever gender contains the highest number of employees in the higher hourly rates of pay. The Mean Gender Pay Gap occurs where the average rate of pay of one gender is higher than that of the other. The Median Gender Pay Gap occurs where, if each gender is ranked according to their hourly rate of pay, the payrate of the middle person in each category is selected to represent the hourly rate of pay for that gender and if those two median rates are not equal.

In both instances, the mean and the median rates of pay for females are compared against the mean and the median rates of pay for males, and the result is expressed as a percentage. Where the result is zero, this reflects that no gender pay gap exists. If it is higher than 0, then female employees are paid less than the male employees in an organisation, according to the Gender Pay Gap guidelines.

As shown here, the gender percentages per quartile over the last 8 years generally show that the upper quartiles have a larger male than female demographic, so it unsurprising that a gender pay gap by average exists in favour of the male gender in every single year. The median pay gap is less predictable as this is more dependant on the headcount by gender particularly in the casual pool of staff employed as external tutors and our students who take up seasonal roles such as College ambassadors, admissions helpers and invigilators.

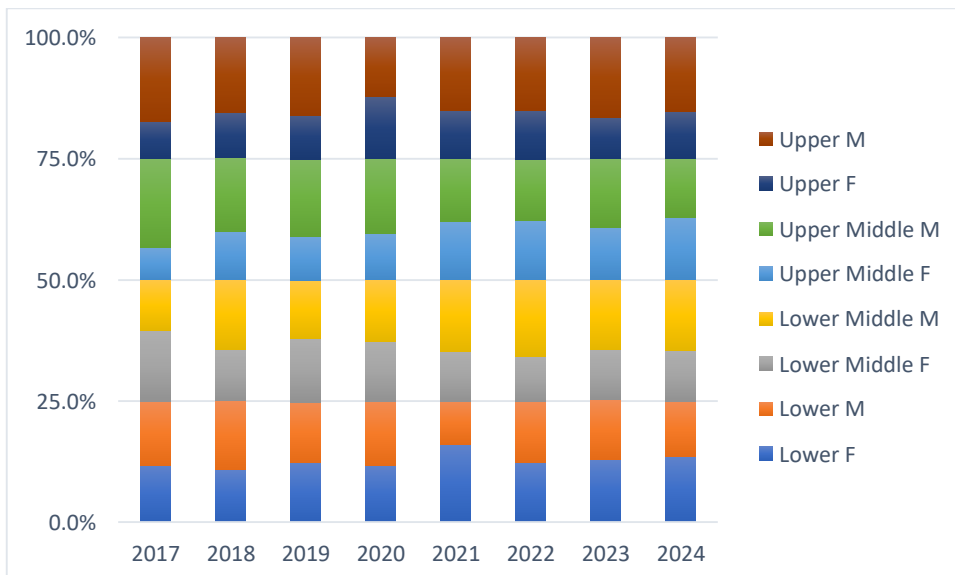


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## Gender percentages per quartile

Year	Lower F	Lower M	Lower Middle F	Lower Middle M	Upper Middle F	Upper Middle M	Upper F	Upper M
2017	11.7%	13.3%	14.5%	10.5%	6.6%	18.4%	7.7%	17.3%
2018	10.9%	14.2%	10.6%	14.5%	9.8%	15.2%	9.3%	15.5%
2019	12.3%	12.5%	13.1%	12.0%	9.0%	16.1%	9.0%	16.1%
2020	11.7%	13.3%	12.2%	12.8%	9.4%	15.6%	12.8%	12.2%
2021	16.1%	8.9%	10.3%	14.7%	12.1%	12.9%	10.0%	15.0%
2022	12.2%	12.6%	9.4%	15.7%	12.2%	12.6%	10.1%	15.0%
2023	12.9%	12.3%	10.4%	14.6%	10.7%	14.2%	8.4%	16.5%
2024	13.6%	11.4%	10.4%	14.6%	13.0%	12.0%	9.8%	15.2%



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Trinity College is a registered charity, number 1143755

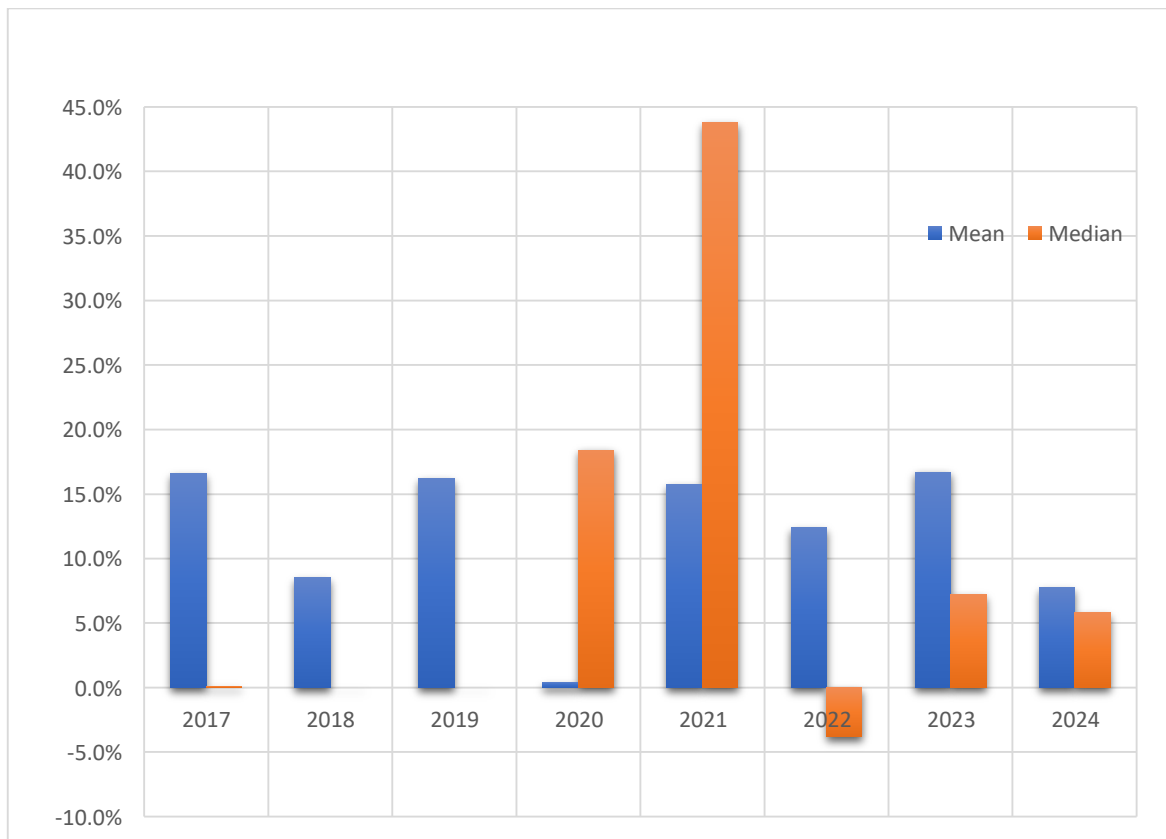


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## Mean and Median Gender Pay Gap over 8 years

Year	Mean	Median
2017	16.6%	0.1%
2018	8.5%	0.0%
2019	16.2%	0.0%
2020	0.4%	18.4%
2021	15.7%	43.8%
2022	12.4%	-3.8%
2023	16.7%	7.2%
2024	7.8%	5.8%



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Though marginal, there has been some positive change in the higher quartiles for the rate of pay by gender in April 2024. By percentage the female demographic has increased in both the Upper Middle and Upper quartiles and correspondingly male numbers have reduced in the same quartiles.

As a consequence, the mean pay gap has reduced significantly when compared to the previous year but it does still exist as overall male numbers are still higher in these groups.

Row Labels	Female	Male	Total	Female % of Quartile	Male % of Quartile	Female % of Female Total	Male % of Male Total	Female % of Total	Male % of Total
Lower quartile	43	36	79	54.43%	45.57%	29.05%	21.43%	13.61%	11.39%
Lower middle quartile	33	46	79	41.77%	58.23%	22.30%	27.38%	10.44%	14.56%
Upper middle quartile	41	38	79	51.90%	48.10%	27.70%	22.62%	12.97%	12.03%
Upper quartile	31	48	79	39.24%	60.76%	20.95%	28.57%	9.81%	15.19%
<b>Grand Total</b>	<b>148</b>	<b>168</b>	<b>316</b>			<b>100.00%</b>	<b>100.00%</b>	<b>46.84%</b>	<b>53.16%</b>

### How we continue to work towards closing the gap:

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

We ensure that any members of the College participating in recruitment undertake implicit bias training. In addition, an Equality, Diversity and Inclusion session was included in the compulsory annual staff training in 2024 to bring awareness and an appreciation of belonging to an inclusive community.

Trinity believes strongly in equal pay and opportunities for women in the workplace. Shared parental leave is offered by the College and has been taken up by some of our male employees. Where the responsibility historically lay predominantly with women and could have disadvantaged them during recruitment or promotion, this now gives the option of joint responsibility for looking after children as well as shared parental absence from careers.

At its most senior level, the College is continually moving towards addressing the historic gender imbalance. The College's Governing Body is its Board of Trustees. At the 2016/17 year-end, 29% of these members were female. By the 2023/24 year-end, the number of female members had risen to 42%.