

Trinity College Oxford

Gender Pay Gap Report

Trinity College has compiled the following gender pay gap report for the 2019/20 pay year. Trinity College is committed to ensuring equal opportunities for its staff and students whilst also ensuring that the best person for the job is employed regardless of gender.

2019/20 Gender Pay Gap Statistics

1. Average gender pay gap as a mean average:

The mean average hourly rate paid to female employees is 0.36% lower than the mean average hourly rate paid to male employees (2018/19: 4.5%).

2. Average gender pay gap as a median average:

The median average hourly rate paid to both male and female employees does result in an 18.4% gap (2018/19: 38.2% gap).

3. Average bonus gender pay gap as a mean average:

Trinity College no longer has a bonus scheme

4. Average bonus gender pay gap as a median average:

Trinity College no longer has a bonus scheme

5. Staff receiving a bonus:

Trinity College no longer has a bonus scheme

6. Pay quartiles:

The total payroll was divided into four quartiles, arranged from lowest to highest, and the proportion of male and female staff in each quartile was assessed as follows:

2019/20

Quartile	Female	Male	Female %	Male %
Lower quartile (lowest hourly rate)	21	24	46.7%	53.3%
Lower middle quartile	22	23	48.9%	51.1%
Upper middle quartile	17	28	37.8%	62.2%
Upper quartile (highest hourly rate)	23	22	51.1%	48.9%
Grand Total	83	97	46.1%	53.9%

The College employed 7.8% more male than female staff overall in 2019/20. This is an improvement on the previous year where 13.2% more male than female staff were employed. As can be seen, there has been some levelling up of male and female ratios in 2019/20. Though marginal, the higher male than female numbers in the two lower quartiles and the significant, (near-enough) equal split in

the highest quartile for the first time since reporting began, reflects the College's efforts to close the gap. Despite a marked improvement, the upper middle quartile remains heavily in favour of male employees and is responsible for the overall unfavourable gender pay gap of 18.4% as a median average.

2018/19

Quartile	Female	Male	Female %	Male %
Lower quartile (lowest hourly rate)	22	19	53.7%	46.3%
Lower middle quartile	20	22	47.6%	52.4%
Upper middle quartile	15	27	35.7%	64.3%
Upper quartile (highest hourly rate)	15	26	36.6%	63.4%
Grand Total	72	94	43.4%	56.6%

Comparing these statistics over the last two years, the total proportion of male to female staff members has shifted by almost 3%, once again moving towards gender equality of opportunity.

Trinity College runs both academic and non-academic related payrolls with 78 academics and 102 administration and operational staff.

Actions to Reduce the Gender Pay Gap

Trinity College is committed to pay equality where roles are equivalent and has benchmarked its pay rates accordingly. Though the median gender pay gap has decreased by more than 4%, there is more to be done. The gender pay gap as a median average is a consequence of the higher numbers of male employees in certain roles.

The adverse gender weighting in the upper middle quartile is within the academic-related payroll, where there are more male employees, employed for their specialist skills, qualifications and abilities in specific science subjects which have historically been male-dominated. The progress shown in this report reflects a shift to a more gender-balanced recruitment process so that in the future this inequality, together with the overall lower number of female academic employees, will be addressed.

Estates Bursar
As at April, 2020

The format of this report is specified by the current guidelines using the data from full pay relevant employees and not the total headcount of employees.

<https://www.gov.uk/guidance/the-gender-pay-gap-data-you-must-gather#fullpay-relevant-employees>