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:

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Female</th>
<th>Male</th>
<th>Female %</th>
<th>Male %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lower quartile (lowest hourly rate)</td>
<td>21</td>
<td>24</td>
<td>46.7%</td>
<td>53.3%</td>
</tr>
<tr>
<td>Lower middle quartile</td>
<td>22</td>
<td>23</td>
<td>48.9%</td>
<td>51.1%</td>
</tr>
<tr>
<td>Upper middle quartile</td>
<td>17</td>
<td>28</td>
<td>37.8%</td>
<td>62.2%</td>
</tr>
<tr>
<td>Upper quartile (highest hourly rate)</td>
<td>23</td>
<td>22</td>
<td>51.1%</td>
<td>48.9%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>83</td>
<td>97</td>
<td>46.1%</td>
<td>53.9%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
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</tr>
<tr>
<td>Upper middle quartile</td>
<td>15</td>
<td>27</td>
<td>35.7%</td>
<td>64.3%</td>
</tr>
<tr>
<td>Upper quartile (highest hourly rate)</td>
<td>15</td>
<td>26</td>
<td>36.6%</td>
<td>63.4%</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>72</strong></td>
<td><strong>94</strong></td>
<td><strong>43.4%</strong></td>
<td><strong>56.6%</strong></td>
</tr>
</tbody>
</table>

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.

Estate Bursar
As at April, 2020

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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