

Trinity College Oxford

Gender Pay Gap Report

Trinity College has compiled the following gender pay gap report for the 2020/21 pay year. This report and the comparative figures include all employees with a contract of employment, both permanent and casual, and all self-employed workers who are considered to be “full pay relevant employees” according to the Gender Pay Gap Rules.

This report has been produced in the format specified by the current guidelines.

The employee numbers for 2019/20 were lower due to COVID lockdown. No casuals were employed by the College on the snapshot date and pay period of April 2020. Because of this anomaly, even though the College continues to work towards closing the gender pay gap, it is difficult to map the progress.

2020/21 Gender Pay Gap Statistics

1. Average gender pay gap as a mean average: *(the difference between the male and female average hourly rates of pay, as a percentage)*

The mean average hourly rate paid to female employees is 15.74% lower than the mean average hourly rate paid to male employees (2019/20: 16.23%).

2. Average gender pay gap as a median average: *(the difference, as a percentage, between the mid-value of the respective male and female hourly pay rates, when each is sorted from their lowest to highest values)*

The median average hourly rate paid to both male and female employees has resulted in a 43.78% gap (2019/20: 14.01% gap).

3. 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)	44	35	55.70%	44.30%
Lower middle quartile	43	35	55.13%	44.87%
Upper middle quartile	27	51	34.62%	65.38%
Upper quartile (highest hourly rate)	36	42	46.15%	53.85%
Grand Total	150	163	47.92%	52.08%

2020/21

Quartile	Female	Male	Female %	Male %
Lower quartile (lowest hourly rate)	61	34	64.21%	35.79%
Lower middle quartile	39	56	41.05%	58.95%
Upper middle quartile	46	49	48.42%	51.58%
Upper quartile (highest hourly rate)	38	57	40.00%	60.00%
Grand Total	184	196	48.42%	51.58%

The weighting in the quartiles directly affects the median averages. There are more male (51.58%) than female (48.42%) employees. Consequently, there is a higher proportion of male employees in three of the quartiles with female employees dominating the lowest quartile.

Comparing these statistics over the last two years, the total proportion of male to female staff members has remained broadly the same, only increasing by 0.5%.

For the reporting period, Trinity College employed 162 academic staff which includes 81 permanent or fixed term employees and 81 'external' tutors. Almost 60% of all academic posts are occupied by male employees (97), of whom approximately 98% earn an hourly rate of pay that falls within the two upper quartiles.

There are 218 professional and operational staff as at the snapshot date of the 4th of April, 2021 including 117 casual members of staff. Around 55% are female (119), and the majority (82%) of female staff in this category are in the lower quartiles in terms of the hourly rate of pay. Of the 45% (99) of these staff who are male, 88% are in the two lower quartiles.

In 2020-21, casual staff are predominantly from our student body who are engaged to undertake access work on a very ad-hoc basis with 61% under the age of 23 and earning the national minimum wage for under 23s. The fact that 61% of the under 23s are female directly adversely impacts the average gender pay gap as a median average.

If the data for under 23s is excluded, then the average gender pay gap as a mean average is 9.81% and the average gender pay gap as a median average is 1.56%.

Actions to Reduce the Gender Pay Gap

Trinity College continues to be committed to pay equity where roles are equivalent and has benchmarked its pay rates accordingly.

Trinity College is conservative in its approach to redressing the gender pay gap and has not adopted a policy of positive discrimination to increase female numbers in roles with higher hourly rates of pay, so the process to remedy the imbalance will be protracted. Trinity is an equal opportunities employer ensuring that the best person for the job is employed regardless of gender.

The gap between the mean average pay rates has reduced slightly from 16.23% to 15.74% year on year. The absence of casual staff in 2019-20 distorts any analysis of progress.

Trinity College
March 2022