



TRINITY COLLEGE UNIVERSITY of OXFORD

Gender Pay Gap Report 2022

Trinity College has compiled a gender pay gap report according to guidance provided by the Government Equalities Office. Data is taken from the periods March and April 2022 and includes all employees and workers who are considered to be “full pay relevant employees” according to the Gender Pay Gap reporting rules.

This report has been produced in the format specified by the current guidelines combining payroll data for the three payrolls run monthly or quarterly by the College. These contain varied groups of staff who are (i) Academic/Teaching (on contract), (ii) Tuition (outsourced) and (iii) Other Professional and Operational staff.

The College is not wholly responsible for setting the pay rates for academic-related employment as most have joint appointments, also employed by other Colleges and departments within the University. As such the rates of pay are standardised and importantly there is no differentiation of pay by gender.

2021/22 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 12.38% lower than the mean average hourly rate paid to male employees (2020/21: 15.74%).

By category:

(i) Academic/Teaching (on contract), the average gender pay gap as a mean average is 21.5%. This shows a higher male average rate of pay in this category.

(ii) Tuition (outsourced) the average gender pay gap as a mean average is 9.6%. This shows a higher male average rate of pay in this category.

(iii) Other Professional and Operational staff group, the average gender pay gap as a mean average is -14.90%. This shows a higher female average rate of pay in this category.

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 -3.77% gap which is favourable to female employees this year (2020/21: 43.78% gap)

The average gender pay gap as a median is zero if the data is split out by the three categories identified earlier.



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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:)*

2020/21

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

2021/22

Quartile	Male	Female	Male %	Female %
Lower quartile (lowest hourly rate)	36	35	50.70%	49.30%
Lower middle quartile	45	27	62.50%	37.50%
Upper middle quartile	36	35	50.70%	49.30%
Upper quartile (highest hourly rate)	43	29	59.72%	40.28%
Grand Total	160	126	55.94%	44.06%

With a total of 286 employees, there are 160 male and 126 female employees. Even though there are still more male employees than female, the split between the genders is almost evenly balanced in the lowest and the upper middle quartiles. This has a direct impact on the average gender pay gap as a median average as the mid value for the male employees is found in the lower middle quartile and for the female employees it is in the upper middle quartile. For last year, it was the other way around. As a consequence, in 2022, the mid-value of the hourly pay rates was higher for females than it was for males.

There is a notable reduction in the numbers, almost 100 among those employed on a casual basis. Some examinations, open days and admissions events have been hosted online following the success of this format during the COVID pandemic. Consequently, significantly fewer invigilators, student helpers and ambassadors have been engaged as casual employees in 2021-2022 than in previous years. Casual employee numbers were further depleted because towards the tail end of the pandemic, the College adopted a cautious and measured return to business as usual such that conference events and visitors to the College were limited. As there was no requirement, casual staff usually employed for these functions were not hired.

Actions to Reduce the Gender Pay Gap

The reason a pay gap exists in this report is because there are more male than female employees in higher paid roles. Trinity College has not adopted a policy of positive discrimination to increase female numbers in roles with higher hourly rates of pay, but instead is an equal opportunities employer ensuring that the best person for the job is employed regardless of gender. Organically, senior roles such as President and Domestic Bursar roles, historically held by males, are also now occupied by females, so the process to remedy the imbalance is evident but gradual.



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Trinity College continues to be committed to pay equity where roles are equivalent and has benchmarked its pay rates accordingly. This is evident where there are multiple employees with similar roles such as the Lodge Porters, Scouts, Kitchen staff and Dining Hall staff.

Casual staff employed to carry out academic-related tasks such as invigilation are paid based on rates set centrally by the University. Other casual staff are paid at standard rates based on the age criteria of 23 years old. Those under the age of 23 are paid at the going National Minimum Wage for that age group and those older are paid at the official Trinity Minimum Wage which is currently above the Oxford Living Wage as at the date of publishing this report.

Trinity College
January 2023