



TRINITY COLLEGE UNIVERSITY of OXFORD

Gender Pay Gap Report 2023

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 2023 and includes all employees and workers in accordance with the reporting rules.

Trinity College complies with the Equal Pay Act which requires equal pay treatment for men and women in same employment, as covered by the Equality Act 2020. The Gender Pay Gap compares the difference between the average hourly earnings of all men and the average hourly earnings of all women.

Gender Pay Gap regulations do not define the terms 'men' and 'women'. As such, the information to identify gender, as used in this report, is taken from the information provided to HR/Payroll by employees and is more specifically referred to as their legal sex.

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

The College is not wholly responsible for setting the pay rates for all its employees. In all cases, however, the rates of pay are standardised according to the role and importantly there is no differentiation of pay by gender.

Generally, academic-related pay rates are based on the Higher Education Single Pay Spine for Associate Professorship Tutorial Fellowship appointments and on the Senior Tutors Register of payments for other teaching and Lecturer roles.

For all other roles, the College rates of pay which are based on the job and not the individual, are approved by the Governing Body following recommendation from the Remuneration Committee which is comprised of 6 independent members.

2022/23 Gender Pay Gap Statistics

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

The mean average hourly rate paid to female employees is 16.74% lower than the mean average hourly rate paid to male employees (2021/22: 12.38%).

All categories, when analysed separately, show a higher male than female average rate of pay:

(i) Academic/Teaching (on contract), the average gender pay gap as a mean average is 14.12%.

(ii) Out-Tuition (outsourced) the average gender pay gap as a mean average is 2.48%.

(iii) Other Professional and Operational staff, the average gender pay gap as a mean average is 7.25%.

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 pay rates paid to male (£18.39) and female (£17.07) employees has resulted in a 7.18% gap which is favourable to male employees this year (2021/2: -3.77% gap).

The average gender pay gap as a median when the data is split out by the three categories as identified above: (i) 0%, (ii) -2.24% and (iii) -13.48%.

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:)

2021/22

Row Labels	Female	Male	Grand Total	Female % of Quartile	Male % of Quartile	Female % of Female Total	Male % of Male Total
Lower quartile	35	36	71	49.30%	50.70%	27.78%	22.50%
Lower middle quartile	27	45	72	37.50%	62.50%	21.43%	28.13%
Upper middle quartile	35	36	71	49.30%	50.70%	27.78%	22.50%
Upper quartile	29	43	72	40.28%	59.72%	23.02%	26.88%
Grand Total	126	160	286	44.06%	55.94%		

2022/23

Row Labels	Female	Male	Grand Total	Female % of Quartile	Male % of Quartile	Female % of Female Total	Male % of Male Total
Lower quartile	40	38	78	51.28%	48.72%	30.53%	21.35%
Lower middle quartile	32	45	77	41.56%	58.44%	24.43%	25.28%
Upper middle quartile	33	44	77	42.86%	57.14%	25.19%	24.72%
Upper quartile	26	51	77	33.77%	66.23%	19.85%	28.65%
Grand Total	131	178	309	42.39%	57.61%		

There are a total of 309 employees (2022 - 286). Male numbers increased by more than 11% to 178 and females by less than 4% to 131 thereby increasing the imbalance between the two groups in favour of males. Year on year, when arranged by quartiles, the proportion of males decreases from almost 51% to less than 47% in the two lower paid quartiles and consequently increases in the upper quartiles. For the same periods, the proportion of females increases to almost 55% in 2023 from 49% in 2022 in the lower quartiles, thereby decreasing in the higher quartiles. These shifts directly increase both the mean and the median gender pay gap. The mid-figure for males is securely in the upper middle quartile and the mid-figure for females is in the lower middle quartile.

Actions to Reduce the Gender Pay Gap

Trinity College Parental Leave policies track those of the University of Oxford. In addition to an enhanced maternity package, we offer the option of Shared Parental Leave to qualifying employees at full contractual pay rates. Shared Parental Leave allows mothers to end maternity leave/pay early so that one or both parents can take leave in a more flexible way during the baby's first year. This could encourage women to stay in their careers, and possibly increase the opportunities to advance to senior levels whilst men get the fulfilment of taking time off for childcare.

As a member of the Collegiate University, the Equality and Diversity Unit of the University of Oxford offers training and mentoring courses in Equality and Diversity for all staff. In particular, both the online Implicit Bias in the Workplace and the Recruitment & Selection courses are available to and recommended for chairs and members of recruitment panels.

Trinity's own Equalities, Diversity and Inclusion Committee reviews the report and continues to look for ways in which to close the gender pay gap. We understand that diversity is necessary and good for business. Equal gender representation discourages gender stereotypes, promotes a more heterogeneous place to work and is necessary to reduce the gender pay gap.

Trinity College
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