

Trinity College Oxford

Gender Pay Gap Report

Trinity College has compiled the following gender pay gap report for the 2018/19 pay year. The College is committed to ensuring equal opportunities for its staff and students and has produced this report on a voluntary basis, in the format specified by the current guidelines.

2018/19 Gender Pay Gap Statistics

1. Average gender pay gap as a mean average:

The mean average hourly rate paid to female employees is 16.2% lower than the mean average hourly rate paid to male employees (2017/18: 8.5%).

2. Average gender pay gap as a median average:

The median average hourly rate paid to both male and female employees results in a -0.03% gap (2017/18: 0.04% gap).

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

Where applicable, the mean average bonus paid to female employees is 14.6% (2017/18: 15.8%) lower than the mean average bonus paid to male employees.

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

Where applicable, the median average bonus paid to female employees is 31% (2017/18: 28.3%) lower than the median average bonus paid to male employees.

5. Staff receiving a bonus:

Of the staff who received a bonus payment, 63.2% were male and 36.8% were female. (2017/18: 61.7% and 38.3%, respectively)

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:

2018/19

Quartile	Female	Male	Female %	Male %
Lower quartile (lowest hourly rate)	45	46	49.5%	50.5%
Lower middle quartile	48	44	52.2%	47.8%
Upper middle quartile	33	59	35.9%	64.1%
Upper quartile (highest hourly rate)	33	59	35.9%	64.1%
Grand Total	159	208	43.3%	56.7%

There are more male (56.7%) than female (43.3%) employees. As can be seen, there is a higher proportion of male employees in the third and fourth quartiles. 58.5% of a total of 159 females, are in the lower quartiles as compared to 43.3% of a total of 208 male employees. Only 41.5% of all female employees are in the higher quartiles by comparison to 56.7% of total male employees in the same. This has a significant negative impact on the mean average pay for female employees.

2017/18

Quartile	Female	Male	Female %	Male %
Lower quartile (lowest hourly rate)	42	55	43.3%	56.7%
Lower middle quartile	41	56	42.3%	57.7%
Upper middle quartile	38	59	39.2%	60.8%
Upper quartile (highest hourly rate)	36	60	37.5%	62.5%
Grand Total	157	230	40.6%	59.4%

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

Trinity College runs both academic and non-academic related payrolls. Our non-academic related payroll is comprised of 126 staff members where 53.2% are female and 46.8% are male. Our academic-related payroll is 38.2% female and 61.8% male.

Although representing a small proportion of the College's total pay expenditure, the bonus scheme in place during the 2018/19 year again demonstrated a clear gap between payments to men and women, with women receiving an average of 14.6% lower bonuses than men. This scheme no longer exists.

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. This commitment is reflected in the -0.03% gap between the median average pay rates of male and female, with females paid slightly higher in this scenario.

The gap between the mean average pay rates has increased significantly from 8.5% in 2017/18 to 16.2% in 2018/19. This is not a true reflection of the progress the College has made towards equalising pay and is not entirely within our control. This outcome is predominantly the result of a handful of employees, who are male, within our academic-related payroll, employed for their specialist skills, qualifications and abilities in specific science subjects which have historically been male-dominated subjects. We are hopeful that more female students will study more of these specific science subjects so that in the future this inequality, together with the overall lower number of female academic employees, will be addressed.

As previously reported, during the summer of 2018 the bonus scheme was discontinued.

Trinity College
April, 2020