

## Gender Pay Gap Reporting 2020

New College, Oxford

New College, Oxford employs over 250 people and is thus required to publish its gender pay gap statistics under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. New College aims to provide an inclusive environment that embodies its commitment to equality and diversity. We are confident that men and women are paid the same for doing the same job at New College.

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female employees receive. The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. The mean and median hourly wage gaps at New College are 24% and 5% respectively. It

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Results for 2020 (reported in 2021)

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Mean Gap	Male (£)	Female (£)	Gap (%)
Hourly Rate	26	20	24
Bonus	174	158	9
Median Gap	Male (£)	Female (£)	Gap (%)
Hourly Rate	19	18	5
Bonus	1008	504	50
Proportion	Male (%)	Female (%)	
Q4 Upper quartile	64	36	
Q2 Upper middle quartile	51	49	
Q3 Lower middle quartile	56	44	
Q1 Lower quartile	42	58	
Proportion receiving bonus	Male (%)	Female (%)	
	15	21	

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