

Gender pay figures for Wadham College, Oxford

In compliance with the Equality Act 2010 (Gender Pay Gap information) Regulations 2017, Wadham College Oxford is providing figures indicating pay based on gender. This is the 9th year of reporting gender pay figures. Since 5th April 2018, the data set has included those who mark student test papers.

The figures presented below in the required format indicate a pay gap with pay rates using the mean average, and the median average. This data is open to multiple interpretations and from investigating the pay gaps we see three predominant patterns:

- i) among longer-serving academic staff there is a greater proportion of male job holders, and
- ii) among non-academic roles there is a greater proportion of female job holders, the minority of male job holders include many of those who have served the college for the longest, and we see patterns of applicants showing gender preferences for certain types of roles and certain departments.

The required calculation method results in data distortions in at least three specific areas:

- i) pay for teaching classes of students from more than one college at the same time is split pro-rata between employers, but the hours are not split. The result is that each employer reports a calculated per-hour rate which is lower than what the person actually received,
- ii) many academics who are on the same pay grade are employed jointly by the college and other parts of the university, but the split of their remuneration does not exactly match the contracted hours to the respective employers, giving one employer a higher and the other a lower hourly rate,
- iii) the data is an aggregation of full-time, part-time, casual and occasional workers, and the resulting data presentation is skewed towards the patterns of those who work fewer hours.

We continue to review the data and monitor the work practices we adopt. The College supports non-discrimination, and does not seek, select or promote staff according to gender. When a job is advertised, the rate of pay is set based on an evaluation of the job description with the aim of selecting the most suitable applicant, irrespective of gender. Progression and pay grades are based on job content and performance of the job holder, again irrespective of gender.

The College no longer runs bonus schemes, but there are continuity arrangements from the legacy bonus schemes, and the mean and median pay gaps are reported for these as required. The continuity arrangements apply to a small number of long-serving non-academic staff, of whom slightly more were male though overall we currently employ more female staff. These are based on years worked, irrespective of gender.

The College values and encourages diversity. At the same time, we do not aim artificially to engineer equal numbers or equal proportions of staff or to set quotas, by gender or any other protected characteristic, in any particular role or in the aggregated workforce.

The required data

For gender pay gap reporting purposes, Wadham College Oxford is considered a voluntary sector employer. The following data is based on a snapshot on 5th April 2025, and includes those working on permanent, fixed term and casual contracts, as well as those working in an academic capacity to mark papers for internal progress examinations. This results in many academics being employed on two different pay scales, and so therefore appearing twice in the data. Also, this includes those paid by the college in respect of work undertaken for other parts of the university.

1) Average gender pay gap as a mean average	15.7 %		
2) Average gender pay gap as a median average	5.2 %		
3) Average bonus gender pay gap as a mean average	13.0 %		
4) Average bonus gender pay gap as a median average	0.0 %		
5a) Proportion of males receiving a bonus payment	7.1 %		
5b) Proportion of females receiving a bonus payment	5.5 %		
6) Proportion of males and females when divided into four groups ordered from lowest to highest pay.	Females	Males	
	Upper Quartile	44 %	56 %
	Upper-Middle Quartile	54 %	46 %
	Lower-Middle Quartile	56 %	44 %
	Lower Quartile	52 %	48 %

Wadham College values

Wadham College has a tradition of being at the forefront of advancing equality of opportunity, and celebrates vigorous debate, independent thought, and academic excellence. We seek to create a welcoming, accessible, and secure environment in which to work, study, live, and visit. Our community embraces people of all ages, backgrounds, races/ethnicities, nationalities, beliefs (including religious beliefs), genders, sexualities, dis/abilities, and appearances. We believe that this diversity, underpinned by mutual respect and consideration, enriches us all. The [Wadham College Equalities Policy](#) can be accessed via the College website.

While noting reservations due to data distortion as set out above, I confirm that the underlying data and its presentation is accurate.



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