

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 5th year of reporting gender pay figures. From 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, and also a pay gap for bonuses using the mean average and median average. This data is open to multiple interpretations and from investigating the pay gaps we see two 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 within different departments we typically see applicants showing strong gender preferences for certain types of roles.

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.

No payments were made under a legacy bonus scheme for non-academic staff, linked to income from conferences, due to this income being lost during COVID. Long service payments were paid to a small number of long-serving non-academic staff, coincidentally to equal numbers of male and female, though the population sizes differ. These are based on years worked, irrespective of gender.

While we value and encourage diversity, it is not our 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 2021, 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. This year 34 people were excluded from the analysis as a result of not declaring any gender.

1) Average gender pay gap as a mean average	9.4 %	
2) Average gender pay gap as a median average	5.1 %	
3) Average bonus gender pay gap as a mean average	25.8 %	
4) Average bonus gender pay gap as a median average	0 %	
5a) Proportion of males receiving a bonus payment	4.83 %	
5b) Proportion of females receiving a bonus payment	5.83 %	
6) Proportion of males and females when divided into four groups ordered from lowest to highest pay.	Females	Males
	Upper Quartile	60.3 %
	Upper-Middle Quartile	50.7 %
	Lower-Middle Quartile	58.5 %
	Lower Quartile	44.1 %

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.

I can confirm that this published information is accurate.



Peter Alsop
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