

## 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 8<sup>th</sup> year of reporting gender pay figures. Since 5<sup>th</sup> 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.

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 2024, 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	1.1 %		
3) Average bonus gender pay gap as a mean average	17.3 %		
4) Average bonus gender pay gap as a median average	0.0 %		
5a) Proportion of males receiving a bonus payment	8.4 %		
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	43 %	57 %
	Upper-Middle Quartile	61 %	39 %
	Lower-Middle Quartile	54 %	46 %
	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.

I can confirm that we have tried to apply the required calculation rules, but cannot confirm whether the results are fully meaningful.

**Peter Alsop**  
Finance Bursar