The following data constitutes the gender pay gap report for Mansfield College, Oxford.

1. Average gender pay gap as a mean average.

   Male employees’ hourly rate: £15.35  
   Female employees’ hourly rate: £15.54  
   % Difference -1.24%

   Using the mean calculation female employees are paid 19 pence per hour more than male employees.

2. Average gender pay gap as a median average.

   Male employees’ hourly rate: £13.35  
   Female employees’ hourly rate: £12.71  
   % Difference 5.04%

   Using the median calculation male employees are paid 64 pence per hour more than female employees.

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

   Not applicable – no bonus is paid.

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

   Not applicable – no bonus is paid.

5. The proportion of males receiving a bonus payment and the proportion of females receiving a bonus payment.

   Not applicable – no bonus is paid.

6. The proportion of males and females when divided into four groups ordered from lowest to highest pay.

<table>
<thead>
<tr>
<th>By quartile</th>
<th>Female</th>
<th>Male</th>
<th>% Female</th>
<th>% Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>First quartile (lowest</td>
<td>32</td>
<td>41</td>
<td>44%</td>
<td>56%</td>
</tr>
<tr>
<td>hourly rate)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Second quartile</td>
<td>26</td>
<td>47</td>
<td>36%</td>
<td>64%</td>
</tr>
<tr>
<td>Third quartile</td>
<td>20</td>
<td>53</td>
<td>27%</td>
<td>73%</td>
</tr>
<tr>
<td>Fourth quartile (highest hourly rate)</td>
<td>29</td>
<td>44</td>
<td>40%</td>
<td>60%</td>
</tr>
</tbody>
</table>

As can be seen there is a higher proportion of female employees in the first two quartiles than of male employees – c54% of female employees are in the first and second quartiles compared to c47% of male employees. Consequently, the median average for female employees is reached at a lower average hourly rate than for male employees. Although there are proportionately more male employees in the third and fourth quartiles combined, there is a higher presence of female
employees in the fourth quartile which has a significant impact on the mean average for female employees overall.

**Conclusion**

There is no evidence of a gender pay gap at Mansfield College. Using the mean average, female employees are paid more than male employees: using the median the converse applies. The distribution of male and female employees by quartile is fairly evenly balanced across all four quartiles, and therefore indicates no inherent tendency to employ either male or female employees in the higher or lower paid levels of employment. Moreover, analysis by category of employment – academic, administrative, and operational – shows no significant gender pay gap within each category. In order to ensure that the current position of broad pay equality is maintained, the College will henceforth use the principles of gender pay gap reporting, including analysis of the overall position by category of employment, to monitor gender pay on annual basis.

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Bursar – 12 March 2018