



GENDER PAY GAP REPORT 2021

Mansfield College's gender pay gap as assessed on 2nd June 2021 is as follows:

1. Hourly Rates

The gender pay gap as a mean average is £0.47 per hour (£16.23 women and £16.70 men). This represents a 2.8% difference in favour of men.

The gender pay gap as a median average is £0.83 per hour (£13.26 women and £14.09 men). This represents a 5.9% difference in favour of men.

2. Pay Quartiles

The table below sets out the proportions of men and women employed within each quartile of the College's payroll.

Quartile	% Women	% Men
Lower	45%	55%
Lower Middle	51%	49%
Upper Middle	36%	64%
Upper	41%	59%

3. Bonus Pay

The College does not pay any qualifying bonuses to any individual.

4. Workforce

Mansfield employs a total of 313 people across all aspects of the College's business. 43% are women, 57% are men.

I confirm that the data set out above is accurate and has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information).

Clem Brohier
Bursar