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.

<table>
<thead>
<tr>
<th>Quartile</th>
<th>% Women</th>
<th>% Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lower</td>
<td>45%</td>
<td>55%</td>
</tr>
<tr>
<td>Lower Middle</td>
<td>51%</td>
<td>49%</td>
</tr>
<tr>
<td>Upper Middle</td>
<td>36%</td>
<td>64%</td>
</tr>
<tr>
<td>Upper</td>
<td>41%</td>
<td>59%</td>
</tr>
</tbody>
</table>

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