

GENDER PAY GAP REPORT 2022

Mansfield College's gender pay gap as assessed on 5th April 2022 is as follows:

1. Hourly Rates

The gender pay gap as a median average is £0.00 per hour (£16.95 women and £16.95 men). This shows that men and women are paid the same.

The gender pay gap as a mean average is £1.55 per hour (£25.60 women and £24.05 men). This represents a 6.46% difference in favour of women.

2. Pay Quartiles

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

Quartile	% Female	% Male
Lower	51.52%	48.48%
Lower Middle	39.39%	60.61%
Upper Middle	43.94%	56.06%
Upper	44.62%	55.38%

3. Bonus Pay

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

4. Workforce

Mansfield employs a total of 263 people across all aspects of the College's business. 118 women and 145 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