



**Mansfield  
College**  
UNIVERSITY OF OXFORD

## GENDER PAY GAP REPORT 2024

Mansfield College, Oxford is required as an employer, with more than 250 employees, to carry out Gender Pay Gap Reporting and publish its statistics under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Mansfield Gender pay gap is influenced by the gender mix at different grades of staff or different types of employment. In our case the pay gap is also influenced by the impact of external tutors within the data. There are several reasons why they are so impactful, all of which have little or nothing to do with our employment or remuneration practices:

- External tutors weighting average is the same as a full-time employee even though in most cases their work amounts to just a handful of hours.
- The gender mix is dependent on which external tutors were available and appropriate to teach a given subject at the applicable payroll date.
- The rate of pay for external tutors is not set by colleges and will vary according to factors such as class size. This is unrelated to the gender of the tutor.

Mansfield College's gender pay gap as assessed on 31 March 2024 is as follows:

Based on the mandated payroll date and recognising all considerations set out above, Mansfield has a gender pay gap slightly favourable to male employees using the mean and median averages:

- Average gender pay gap as a mean average is £0.17 per hour (£26.91 female and £27.08 male). This represents a 0.64% difference.
- Average gender pay gap as a median average is £0.25 per hour (£18.33 female and £18.08 male) This represents a 1.38% difference.

### Workforce

Mansfield employed a total of 325 people across all aspects of the College's business. 154 women and 171 men as of 31 March 2024, broken down as follows:

- Non-Academic Females – 67

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- Non-Academic Males – 38
- Academic Males – 133
- Academic Females – 86

### 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        | 50.62%   | 49.38% |
| Lower Middle | 44.44%   | 55.56% |
| Upper Middle | 45.68%   | 54.32% |
| Upper        | 48.15%   | 51.85% |

### Bonus Pay

The College does have a conference bonus; however, it does not fall under the definition of a bonus for gender pay gap reporting. This is because it does not involve any element related to an individual performance or organisational profit, it is treated as a shift premium and not as bonus. We will not, therefore, be reporting against the bonus elements of the report.

Mansfield College is an accredited Real Living Wage employer whose policy and practice is to ensure that employees can earn a wage that is comfortable to live on. The College is confident that men and women are paid the same for doing the same job.

Mansfield adopts a policy to recruit and remunerate individuals irrespective of gender, race or disability and will continue to strive to recruit women into senior administrative roles and into traditionally male departments.

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



Clem Brohier (Bursar)

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