



Gender Pay Gap Report

1. Introduction

University College's Gender Pay Gap Report is submitted here, and has been compiled in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The reference date for data is 5 April 2024.

The College's reports for prior years 2017 -2023 are available on the website [here](#).

Definitions

The gender pay gap is the difference between the mean or median hourly rate of pay that the College's male and female employees receive. Importantly, it is not a measure of the difference in pay between men and women for doing the same job as there are a range of jobs recorded even in the subgroups analysed.

Mean pay gap - the difference between the mean average hourly earnings of males and females.

Median pay gap - the difference between the mid-points in the ranges of the hourly earnings of males and females.

Staff

Univ has four main staff groups that are covered by this report:

- Main Academic payroll
- Non-academic Administration staff and Operations staff payrolls
- Casual staff
- Tuition (*ad hoc* teaching by graduates or staff from other colleges or departments).

In total, these staff groups comprise 314 people at 5 April 2024. Overall, the College's staff is 44.9% (141) female and 55.1% (173) male.

2. The 2024 Figures

I. The mean average gender pay gap is **18.2%**

Mean male employees' hourly rate: £20.88

Mean female employees' hourly rate: **£17.07**

Using the mean calculation, male employees are paid £3.81 per hour more than females.

II. The median average gender pay gap is **16.3%**

Median male employees' hourly rate: £15.44

Median female employees' hourly rate: £12.92

Using the median calculation, male employees are paid £2.52 per hour more than females.

III. Average bonus gender pay gap – not applicable because no bonus is paid.

IV. The proportion of males and females in each of the four quartile groups and ordered from the lowest to highest pay are:

<i>By Quartile</i>	<i>Male</i>	<i>Female</i>	<i>% Male</i>	<i>% Female</i>
First Quartile (lowest hourly paid)	33	44	43.6%	56.4%
Second Quartile	38	40	48.7%	51.3%
Third Quartile	48	30	61.5%	38.5%
Fourth Quartile (highest hourly paid)	52	26	66.7%	33.3%

3. Key Points

- The mean gender pay gap has increased this year from 14.6% to 18.2%.
- The median gender pay gap has increased from 15.3% to 16.3%

In terms of occupational/pay groups in the College (see Appendix 1):

- Significant change has occurred in the main Academic payroll group. The mean gender pay gap has increased from 44p to £3.38 this year because of the increase in employment of stipendiary lecturers, who happen to be predominantly female. There is a significant differential in pay between higher paid tutorial fellows in this group and the stipendiary lecturers. The driver of this is the change in the gender mix differentially between the two sub-groups.
- The gender pay gap in the Administration/salaried staff group has reduced from 18.7% to 16.9%, which is welcome.
- The mean gender pay gap in the Tuition group has also fallen this year to 16.5% from 22.5% in 2023.

The College's overall gender pay gap is a result of the legacy impact of having more males than females in the senior and higher paying roles. It is also a reflection of the higher number of women working in lower paid and part-time jobs.

The College continues to develop and pursue plans to improve gender balance at all levels. This includes upholding an environment in which equality of treatment is maintained; providing flexible working where possible; and challenging heads and line managers on practices impacting the gender balance or pay gap.

4. Declaration

I confirm that the information in this report is accurate and prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A I GRANT, Bursar (Name)



(Signature)

4 April 2025

APPENDIX 1

Breakdown by Payrolls

		Main Academic			Tuition			Administration			Operations			Casual	
		2024	2023		2024	2023		2024	2023		2024	2023		2024	2023
Total Count		66	62		70	101		57	53		90	80		31	17
Total Count (F)		21	18		25	42		35	34		41	33		19	12
Total Count (M)		45	44		45	59		22	19		49	47		12	5
Total % (F)		32%	29%		36%	42%		61%	64%		46%	41%		61%	71%
Total % (M)		68%	71%		64%	58%		39%	36%		54%	59%		39%	29%
Mean Average Gender Pay Gap (£ per hr)		3.38	0.44		2.46	3.8		3.86	4.37		1.49	1.09		0.11	-11.67
Mean Average Gender Pay Gap (%)		9.6%	1.3%		16.5%	22.5%		16.9%	18.7%		10.4%	8.6%		0.9%	-99.3%
Median Gender Pay Gap (£)		23.60	1.84		2.36	3.14		3.84	3.49		1.15	0.33		0	0.50
Median Gender Pay Gap (%)		56.9%	4.4%		16.3%	21.4%		18.1%	16.2%		8.4%	2.8%		0	4.2%