

Gender Pay Gap Report

2023

Christ Church's gender pay gap as at 5 April 2023 was as set out below:

1. Hourly rate
The hourly rate for females was 10% lower (mean) and 13% lower (median) than for males.
2. Pay quartiles
The following table shows the proportion of men and women in each quartile of Christ Church's payroll:

Quartile	Male (%)	Female (%)
Lower	52	48
Lower middle	38	62
Upper middle	49	51
Upper	54	46

3. Bonus pay
Women's mean bonus pay was 7% higher and the median was 0% higher. 58% of all males and 77% of all females received bonus pay.
4. Workforce
Christ Church had a workforce of 462 including academic, school, Cathedral and other non-academic staff. The workforce was 52% female and 48% male.

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) Regulations 2017.



James Lawrie
Treasurer
April 2024

James Lawrie, Treasurer

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