

## Gender audit for academic staff at Christ Church

The following table shows the basic and gross salaries of male and female academic staff working at Christ Church as of February 1, 2016. Some categories (e.g., Career Development Fellows) are excluded because the low numbers would make post-holders directly identifiable.

<i>Post</i>	<i>Gender</i>	<i>N</i>	<i>Basic salary M</i>	<i>Gross Salary M</i>
<i>Lecturer 6 hours and above</i>	M	11	£16,044.91 pa	£16,094.41 pa
	F	2	£17,311.00 pa	£17,311.00 pa
<i>Lecturer below 4 hours</i>	M	17	£6,167.71 pa	£6,167.71 pa
	F	10	£5,238.30 pa	£5,238.30 pa
<i>JRF</i>	M	9	£22,249.00 pa	£23,202.67 pa
	F	8	£22,249.00 pa	£25,724.75 pa
<i>Official student (CUF)</i>	M	8	£36,112.84 pa	£50,862.84 pa
	F	4	£35,185.75 pa	£47,356.25 pa
<i>Official student (UL)</i>	M	17	£9,609.88 pa	£18,092.23 pa
	F	7	£10,678.21 pa	£24,430.79 pa

The figures indicate that males outnumber females in all categories of post. Females earn a higher gross salary than males on average in three out of the five categories of post distinguished above. In summary, salaries do not appear to show a systematic bias in favour of males, but males continue to occupy a greater proportion of academic posts. In the two job categories where males' salaries exceed those of females, the two main reasons seem to be that female post-holders were appointed more recently and are therefore at lower points of the relevant pay scales and/or that female contracts specify a lower number of teaching hours and consequently lower stipends.

### *Objectives*

Christ Church's previously stated objective with regard to gender inequalities in pay is as follows: "To review staff pay with the objective of ensuring there is no gender pay gap."

Our revised objective should now be: "To establish an equality and diversity group, whose aims should include to consider causes of any gender inequalities in recruitment, pay, and conditions, and to formulate proposals for addressing with those inequalities"