

# Christ Church

OXFORD OX1 1DP

## Gender Pay Gap Report

2017

Christ Church's gender pay gap as at 5 April 2017 was as set out below:

1. Hourly rate

The hourly rate for females was 22% lower (mean) and 17% 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	40	60
Lower middle	53	47
Upper middle	45	55
Upper	63	37

3. Bonus pay

Women's bonus pay was 19% lower (mean) and 32% lower (median). 53% of males and 45% of females received bonus pay.

4. Workforce

Christ Church had a workforce of 513 including academic, school, Cathedral and other non-academic staff. The workforce was 50% male and 50% female. A higher proportion of male employees were in the upper quartile of the payroll reflecting the breakdown of senior academic posts as at 5 April 2017.

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

29 March 2018

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