

Gender Pay Gap Report 2019

Christ Church's gender pay gap as at 5 April 2019 was as set out below:

1. Hourly rate
The hourly rate for females was 24% lower (mean) and 16% 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	45	55
Lower middle	43	57
Upper middle	39	61
Upper	68	32

3. Bonus pay
Women's mean bonus pay was 9% higher and the median was 108% higher. 18% of all males and 23% of all females received bonus pay.
4. Workforce
Christ Church had a workforce of 504 including academic, school, Cathedral and other non-academic staff. The workforce was 51% female and 49% 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 2020

James Lawrie, Treasurer

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