

Gender Pay Gap Report 2018

Christ Church's gender pay gap as at 5 April 2018 was as set out below:

1. Hourly rate
The hourly rate for females was 23% lower (mean) and 25% 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	36	64
Lower middle	52	48
Upper middle	40	60
Upper	64	36

3. Bonus pay
Women's bonus pay was 16% lower (mean) and 27% lower (median). 24% of males and 25% of females received bonus pay.
4. Workforce
Christ Church had a workforce of 477 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 2019

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