

Gender Pay Gap Report

2021

Christ Church's gender pay gap as at 5 April 2021 was as set out below:

1. Hourly rate
The hourly rate for females was 15% 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	46	54
Lower middle	38	62
Upper middle	57	43
Upper	53	47

3. Bonus pay
Women's mean bonus pay was 8% higher and the median was 0% higher. 6% of all males and 8% of all females received bonus pay.
4. Workforce
Christ Church had a workforce of 459 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
November 2022

James Lawrie, Treasurer

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