

## Gender Pay Gap Report

2022

Christ Church's gender pay gap as at 5 April 2022 was as set out below:

1. Hourly rate

The hourly rate for females was 25% lower (mean) and 29% 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	37	63
Lower middle	47	53
Upper middle	47	53
Upper	66	34

3. Bonus pay

Women's mean bonus pay was 39% higher and the median was 6% higher. 32% of all males and 39% of all females received bonus pay.

4. Workforce

Christ Church had a workforce of 452 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  
March 2023

**James Lawrie, Treasurer**

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