

## Gender Pay Gap Report 2024

Christ Church's gender pay gap as at 5 April 2024 was as set out below:

1. Hourly rate  
The hourly rate for females was 6% lower (mean) and 43% 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	10	90
Lower middle	98	2
Upper middle	41	59
Upper	60	40

3. Bonus pay  
Women's mean bonus pay was 9% higher and the median was 4% higher. 22% of all males and 34% of all females received bonus pay.
4. Workforce  
Christ Church had a workforce of 412 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.



Wilf Stephenson  
Treasurer  
April 2025

**Wilf Stephenson, Treasurer**

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