

**Gender Pay Gap Report**  
**2020**

Christ Church's gender pay gap as at 5 April 2020 was as set out below:

1. Hourly rate

The hourly rate for females was 21% lower (mean) and 8% 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	49	51
Lower middle	46	54
Upper middle	46	54
Upper	61	39

3. Bonus pay

Women's mean bonus pay was 9% higher and the median was 13% higher. 29% of all males and 47% of all females received bonus pay.

4. Workforce

Christ Church had a workforce of 508 including academic, school, Cathedral and other non-academic staff. The workforce was 49% female and 51% 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 2021

**James Lawrie, Treasurer**

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