

GENDER PAY GAP REPORT

INTRODUCTION

OJL/lan Wallman



Significant focus across this great institution has been placed on addressing the gender pay gap in recent years, so it is encouraging to see the reduction in the University's gender pay gap this year, and the further progress being made towards our commitment to increase the proportion of women in senior academic and professional services staff roles. As of March 2023, women comprised 22% of all Statutory Professors, and 33% of Associate Professors, an increase on 2022 numbers from 20%

and 32%, respectively. We will continue to work to attract the highest calibre women for these roles as well as develop our own talent pipeline, and I would like to see the rate of progress increase in the coming years.

Our efforts to advance gender equality across the University were recognised by our first institutional Athena Swan Silver Award in February 2023, and we have seen an increase in the number of departments achieving Athena Swan awards from 40 in 2022 to 42 as of December 2023. This number includes our first Gold Athena Swan award, received by the Nuffield Department of Primary Health Sciences in 2023.

These efforts are pushing us gradually in the right direction, with a return to 11.1% for the median gender pay gap following an increase last year to 13.6%. The mean bonus pay gap has reduced from 61.7% to 30.9%, attributable to the inclusion of the University Thank You payment. The median bonus pay gap remains at 0%.

As with all gender pay gap reports requiring us to list the average, the results are naturally skewed by the higher proportion of women in lower paid roles at Oxford; this is in common with the rest of the sector and other public and private sector workplaces. Looking within grades we see much smaller pay gaps at the Statutory Professor level (2.6%) and Associate Professor level (2.5%) in non-clinical staff, and the picture varies across divisions and departments of the University. We remain deeply committed to striving for gender pay equality at all levels, and to this end have established a Task and Finish Group to better understand the reasons for gender pay gaps across specific populations, so that we might seek to reduce them.

Professor Irene Tracey CBE FMedSci
Vice-Chancellor
University of Oxford

Key points

- The median gender pay gap has decreased from 13.6% to 11.1%.
- The mean gender pay gap has decreased from 19.6% to 19.1%, and with one exception in 2022 it continues to decrease since the gender pay gap reporting was first introduced in 2017.
- The median bonus pay gap remains at 0%. The mean bonus pay gap has decreased from 61.6% to 30.9%.
- The reduction in the mean bonus pay gap is attributable to the "Thank you" payment given to staff in recognition of their commitment and dedication through the pandemic.

INTRODUCTION

Promoting gender equality remains a central focus at the University of Oxford. This commitment is prominently reflected in our People Commitments outlined in the University Strategic Plan 2018–24 and our unwavering support for Athena SWAN¹. The University is dedicated to fostering an inclusive environment that champions equality, embraces diversity, and ensures that all members of its community – staff and students alike – are treated with respect and dignity².

With a workforce exceeding 250 individuals, the University is legally obligated to report its gender pay gap using data from the snapshot date of March 31, 2023, and to publish this pay information by March 30, 2024.

This is the University's seventh gender pay gap report and it is good to see that there is a decrease in both the mean and median pay gaps. These decreases are attributable to an increase in the hourly rates for female staff, which saw population growth of 2.8%, and new hires appointed at lower points on the pay scale. However, it is recognised that further progress needs to be made and the University's Gender Pay Gap Task and Finish Group will continue to investigate the gender pay gaps and seek to reduce them.

Methodology

In accordance with the regulations and with reference to the Equality Act 2010, the University's gender pay gap report includes data relating to persons who are engaged by the legal entity incorporated under the name 'The Chancellors Masters and Scholars of the University of Oxford' ("the University"). This includes employees in the University of Oxford departments, casual workers (including those undertaking casual teaching), those engaged through the University's Temporary Staffing Service and those who work within Oxford University Press ("the Press").

The University reporting does not include colleges or subsidiary companies, which are separate legal entities.

The Press has provided its UK data to the University's People Committee in an anonymised format. The Press has not historically been included in reporting undertaken by the rest of the University. It operates completely separate remuneration arrangements and operates in a different employment market to the University.

University employees are employed on either clinical or non-clinical grades. The majority of non-clinical staff are employed on one of the eleven grades on the University's main salary and grading structure. Senior staff are employed on grades relating to job type i.e. the Statutory Professor grade, senior research grade, or senior managerial and professional grade. For staff on clinical grades, grade and pay is determined by an individual's stage in training and mirrors what the individual would receive in the NHS. Salaries for clinical academics with consultant contracts are determined by recognised seniority and experience within the NHS.

The data provided in this report is based on the snapshot date of 31 March 2023. The initial 'pay period' for employees is therefore the March payroll plus the previous 12 working weeks for those with irregular hours in addition to the previous 12 months of data relating to bonus pay. The data excludes those individuals on reduced pay, e.g. through sickness, maternity, paternity, or other unpaid leave.

The data was extracted as close as possible to 31 March 2023 in order to minimise the impact of subsequent changes to appointment records and a data assurance exercise has been undertaken.

¹ <https://edu.admin.ox.ac.uk/athena-swan>

² Visit <https://edu.admin.ox.ac.uk> for more information on equality and diversity at the University.



FINDINGS

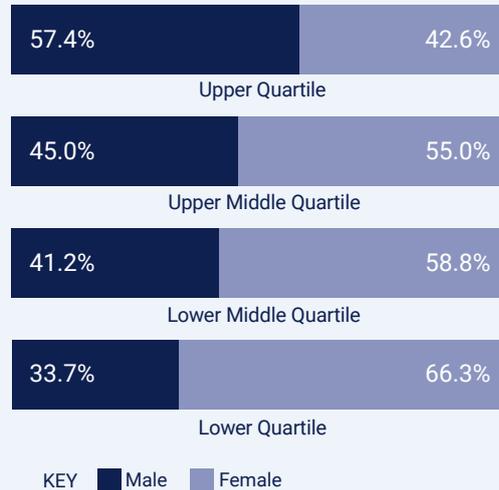
On the 31 March 2023 the University's workforce for gender pay gap reporting consisted of 19,597 individuals: 10,905 women and 8,692 men. The University's gender pay gaps are as follows:¹

Gender pay gaps in ordinary pay	Female earnings
Mean gender pay gap in ordinary hourly pay	19.1% lower
Median gender pay gap in ordinary hourly pay	11.1% lower

Gender pay gaps in bonus pay	Female earnings
Mean gender pay gap in bonus pay	30.9% lower
Median gender pay gap in bonus pay	0% lower

Proportion in receipt of bonus pay by legal sex	
Male	62.7%
Female	58.2%

Proportion of males and females in each pay quartile



¹ Definitions: Mean is the sum divided by the count. Median is the middle value.

NARRATIVE

Pay

The “mean” hourly rate is calculated by adding all of the hourly rates together and dividing by the number of individuals in the data set.

The median hourly rate is calculated by arranging the hourly rates of all individuals in the data set in numerical order to identify the middle (or median) hourly rate. 50% of individuals will earn more than this hourly rate and 50% will earn less.

The pay gaps are calculated as the difference in the mean and median hourly rates for men and women.

The data indicates that the University's average gender pay gap stands at 19.1%, with a median gap of 11.1%. This means the average pay gap has decreased by 0.4% since 2022 and by 3.6% since the introduction of gender pay gap reporting in 2017. Additionally, the median gap has decreased by 2.6% compared to 2022 and is currently at the same level as its lowest point in 2021.

The Office for National Statistics (ONS) uses median rather than mean earnings to measure the national gender pay gap as median pay is not affected by outliers or extreme values in the way that the mean is. Thus, in situations where there are significant differences in pay between a few individuals, the median provides a more representative measure of the typical salary. The median gender pay gap for the whole economy (according to the November 2023 ONS ASHE figures) is 14.9%. However, the University recognises the importance of looking at both the mean and median in understanding its pay gaps.

Pay quartiles

There has been an increase in the proportion of women in every pay quartile. The proportion of women in the upper pay quartile has increased by 0.6%; by 0.6% in the upper middle quartile; by 0.3% in the lower middle pay quartile; and by 1.1% in the lower quartile.

Looking at the distribution of University employees across its grading structures helps explain the difference in the mean and median gender pay gaps identified. 71% of University employees are employed on its main salary and grading structure and the median salaries for both men and women fall within this range (within grade 7). The median pay gap is less influenced by the value of salaries at the senior level than the mean pay gap. 66.8% of staff (483 out of 723) on University senior grades (non-clinical grades above the main salary and grading structure and clinical consultant grades) are men.

The University is already taking action to address its shortage of women in senior roles and is using the Athena SWAN gender advancement accreditation scheme to support the recruitment and career progression of women. In addition to ongoing work to increase the proportion of women in senior roles and ensure support for staff with caring responsibilities, the analysis of the gender pay gap has identified that action is necessary to address occupational segregation and the over-representation of women in more junior grades.

Bonus

The definition of bonus pay for gender pay gap reporting includes any rewards that relate to amongst other things productivity, performance or incentive. During the relevant period for bonus gender pay gap calculations, the University gave staff a "Thank you" payment, in recognition of staff commitment and dedication through the pandemic, which is included in the bonus pay calculations. As a result, the mean bonus pay gap in 2023 is 30.9 % compared to 61.7% in 2022.

If the Thank You payment is excluded from the calculations for the purpose of year on year comparisons, the average gender bonus pay gap at the University would be 59.5%, which is a slight decrease from the gap reported in 2022. Meanwhile, in both scenarios, the median bonus pay gap remains unchanged at 0%.

Further analysis of bonus pay has been previously conducted to identify where issues lie and where action might be taken. The bonus pay referred to above includes the following:

- Clinical Excellence Awards;
- one-off payments of £200 made under the Reward and Recognition scheme; and
- the OUP bonus scheme.

Only a small proportion of the University's non-clinical staff receive bonus pay. The University operates a Reward and Recognition Scheme for all staff in its main salary and grading structure, covering 12,611 employees. In 2023 the total number of staff who received this payment went up by 23%.

Clinical Excellence Awards are only available to eligible staff on clinical grades with honorary contracts with the Oxford University NHS Trust. Clinical Excellence Awards are under transition: the National Clinical Excellence Award Scheme has been replaced by the National Clinical Impact Award.

The Press operates a number of different bonus plans in the UK and these are included in the reported figures. These include a bonus plan for senior-level employees based on financial and non-financial metrics; sales bonus plans for some customer-facing roles; and a discretionary bonus plan for employees not included in one of the other plans. Any decisions relating to the Press's bonus scheme are taken by the Press. The Press reports its gender pay gap separately and agrees actions accordingly. It is worth noting that there has been a 21% increase in the total number of staff who received a bonus payment through this scheme, with female employees constituting 66% of the recipients.

The OUP scheme notably leads in the number of bonus payments, constituting 57% of all reported bonuses, thereby exerting a significant influence on the overall bonus pay gap.

Overall, there has been a reduction in the mean bonus pay gap since 2022. The Clinical Excellence Awards and OUP Bonus Scheme persist as the primary sources of bonus pay disparity.

The University's pay gaps have shown a slight decrease

The analysis revealed a slight decrease in the mean pay gap compared to 2022, coinciding with an all-time low in the median pay gap. This decrease in the median pay gap seems to stem from a greater increase in the hourly rate for women than for men. Potential factors contributing to this gap include a 2.8% rise in the female population contrasted with a 0.3% increase in the male population and shifts in grade distribution by gender.

The decline in the mean pay gap can be attributed to a rise in the average hourly rates for women. The upward trend in hourly rates for women could be explained by the increase in the female population between the previous gender pay gap data snapshot and the 2023 snapshot.

GENDER PAY AND EQUAL PAY

The gender pay gap is a measure of the difference between the mean and median earnings of men and women across the University. Equal pay ensures we are paying the same level of pay to those who are performing the same work, or work assessed as being of equal value as determined by an analytical job evaluation scheme that looks at the skills and requirements of the job. It is possible therefore to have a gender pay gap without having any equal pay gaps.

The University of Oxford is committed to the principle of equal pay for work of equal value for all employees. The statutory code of practice on equal pay recommends that the most effective way of establishing whether pay policies and systems are discriminatory is to undertake an equal pay audit. The University is scheduled to conduct an equal pay audit this year.

COMMITMENTS, ACTIONS AND PROGRESS

The University's Equality Policy recognises that equality should be embedded in all University activities and seeks to promote awareness of equality and foster good practice.

In respect of staff the University is committed to ensuring that entry into employment and progression within employment are determined solely by criteria which are related to the duties of a particular post and the relevant salary scale, and to supporting career development and progression to ensure diverse representation and participation at all levels.

Strategic commitments

The University of Oxford is committed to acting to address the gender pay gap. In particular, the University has set three equality objectives to reduce gender inequality.

1. *To achieve a yearly increase in the proportion of female Statutory Professors, with 27% representation by 2029*

Women now comprise 22% of all Statutory Professors, increasing from 20% in 2022.

Statutory Professor recruitment is underpinned by an active, robust and inclusive search for a diverse and global candidate pool. This year, electoral board chairs worked with the Chief Diversity Officer, Tim Soutphommasane, to consider how to build inclusivity into every stage of the hiring process. To ensure that electoral boards are fully representative we have engaged external electors, which has provided enhanced knowledge of the global field, and fresh perspectives on hiring at the most senior level.

During 2022/23, appointed candidates at Statutory Professor level were equally

appointed from within the University's existing Associate Professor pool, providing a pipeline for existing staff to reach the most senior level of academic appointment, as well as welcoming new colleagues from within the UK and overseas.

2. To achieve a yearly increase in the proportion of female Associate Professors, with 35% representation by 2029

In 2023, women comprised 33% of all Associate Professors, increasing from 32% in 2022.

The Collegiate University's Associate Professor Inclusive Recruitment (APIR) Guidelines brings together good practice from across the University as well as the UK higher education community and have been embedded since launched in 2022.

The University is undertaking a project to create an [Academic Career and Reward Framework](#) for University academic and research staff, with the objective of recommending a set of proposals to improve the career paths, workload, and reward and recognition of academic staff.

3. Representation of women on Council and its main committees to be in the range of 40–60%.

In 2023, women comprised 38% of members of Council and its five main committees, a small decrease from 39% in 2022.

The Planning and Council Secretariat, together with the Equality and Diversity Unit (EDU), are working on delivering 18 actions approved by Council in 2022. A number of these are underway, including improved communications about Council and committee vacancies in newsletters across the University, information sessions for interested candidates featuring current Council members, and vacancies to departments and faculties to build early awareness and an early pipeline of interested committee members.

Institutional Athena Swan

In February 2023, for the first time, the University was awarded an institutional Silver Athena Swan award, acknowledging the progress that has been made in addressing a number of gender gaps across the University over the last five years. Specifically, there has been sustained upward progress in closing the gender gap in academic roles and in prioritising support for parents and carers, with a number of family-friendly initiatives implemented, including Day One entitlement to paid family leave.

The award accompanies a five-year action plan, outlining eight objectives to be achieved by 2028, with a number of objectives specifically tackling the structures perpetuating the gender pay gap.

Progress in delivering the action plan is well underway, with particular highlights of 2022–23 including the publication of the Equity in Research Funding report and action plan, the launch of Professional Services Together, with a specific focus on career pathways and professional services leadership, and the pilot of the Report + Support tool to tackle bullying and harassment across the University.

Athena Swan in departments and faculties

There has been a huge leap in the number of departments/faculties achieving the equality standards set out in the Athena Swan Charter, with 42 departments/faculties achieving awards as of December 2023, increasing from 40 departments in 2022.

Since submitting their first Athena Swan Bronze application in 2012, the Nuffield Department of Primary Care Health Sciences became the first department within the University to achieve a Gold Athena Swan award in 2023 in recognition of their outstanding activities to promote and advance gender equality. They are one of only 22 departments in the UK to hold a Gold award, putting them amongst the top 3% of award-holders in the UK. Within the Medical Sciences Division, all other departments hold Silver awards in recognition of the impact their activities have on advancing equality.