



GENDER PAY GAP REPORT

INTRODUCTION

The 2022 Gender Pay Gap Report demonstrates slow but steady progress in the reduction of the gender pay gap at Oxford University.

The mean gender pay gap has been reduced every year since we began reporting. This year it decreased from 20.1% to 18.1%; it has fallen by 6.4% since 2017.

For the first time, this year we have also seen a reduction in the median gender pay gap. It has fallen from 13.7% to 11.1%, which is lower than the median pay gap for the economy as a whole. This drop can be explained by Oxford's adoption of the Oxford Living Wage, which raised the compensation of the lowest-paid, who are disproportionately female.

The reason there is a gender pay gap is because of the concentration of males in the highest-paid positions and females in the lowest-paid. There are deep economic, sociological and structural reasons for this, but we at the University are acutely conscious of the imbalance and are working to redress it.

The data we use for this report are not perfect, as we are bound by regulatory requirements not designed with Oxford in mind. On the one hand, the data set is too broad, as it includes – in addition to employees of University departments – casual workers, those engaged through the Temporary Staffing Service and those who work for Oxford University Press. On the other hand, it is too narrow, as it does not include the staff of our colleges or subsidiary companies, which are separate legal entities. Nevertheless, across the University and across the economy it remains the case that women are underrepresented in the most highly paid positions.

The pace of change remains slow but the trajectory is clear.



Louise Richardson
Vice-Chancellor
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KEY POINTS

- The median gender pay gap has reduced from 13.7% to 11.1% which is lower than the median pay gap for the whole economy as reported by the Office for National Statistics.
- The mean gender pay gap has decreased this year from 20.1% to 18.1% and has fallen by 6.4% since the introduction of gender pay gap reporting in 2017.
- The median bonus pay gap remains at 0%. The mean bonus pay gap has increased from 64.9% to 65.6%.
- A greater proportion of women than men are in receipt of bonus payments.



INTRODUCTION

Promoting gender equality is a key strategic priority for the University of Oxford, demonstrated in both our People Commitments in the University Strategic Plan 2018–24 and our commitment to Athena SWAN¹. The University of Oxford is committed to fostering an inclusive culture which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students are respected .

As an employer with more than 250 employees it is a legal requirement for the University to report its gender pay gap based on the snapshot date of 31 March 2021 and to publish the pay information by 30 March 2022.

This is the University's fifth gender pay gap report and it is pleasing to see that there is a reduction in both the mean and median pay gaps. However, it is recognised that further progress needs to be made and the University is committed to taking action that will continue to address the gender pay gap.

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 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 Personnel 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 2021. 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 2021 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

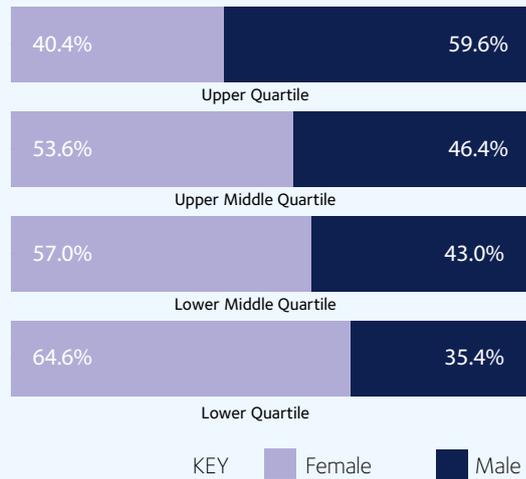
On the 31 March 2021 the University’s workforce for the purpose of gender pay gap reporting consisted of 18,574 individuals: 10,013 women and 8,561 men. The University’s gender pay gaps are as follows:³

Gender pay gaps in ordinary pay	Female earnings
Mean gender pay gap in ordinary hourly pay	18.1% 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	65.6% lower
Median gender pay gap in bonus pay	0% lower

Proportion in receipt of bonus pay by legal sex	
Male	16.2%
Female	22.1%

Proportion of males and females in each pay quartile



³ 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 figures show that the University has a mean gender pay gap of 18.1% and a median gender pay gap of 11.1%. The mean total pay gap is 2.0% smaller in 2021 than in 2020 and has fallen by 6.4% since the introduction of gender pay gap reporting in 2017. The median gap is 2.6% smaller than in 2020.

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. The median gender pay gap for the whole economy (according to the October 2021 ONS ASHE figures) is 15.4%. However, the University recognises the importance of looking at both the mean and median in understanding its pay gaps.

PAY QUANTILES

There has not been much movement in the proportion of women in the pay quartiles. The proportion of women in the upper pay quartile and the upper middle quartile remain about the same as last year. The proportion of females in the lower middle pay quartile has dropped by 1.6% since 2020 and the proportion in the lower quartile has increased by 1.4%.

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. The median pay gap is less influenced by the value of salaries at senior level than the mean pay gap. 71% of staff (582 out of 824) of staff on University senior 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 2020 gender pay gap identified that action was necessary to address occupational segregation and the over-representation of women in more junior grades.

The distribution of employees across the grading structures is broadly similar to previous years. However, there is a slight increase in the proportion of men in the lower grades in the pay structure (a change of 1% across grades 1 to 4) which has contributed to a reduction in the pay gaps along with other factors which are set out later in the narrative.

BONUS

The definition of bonus pay for the purpose of gender pay gap reporting includes any remuneration that relates to amongst other things productivity, performance or incentive. The mean gender bonus gap for the University remains large at 65.6%.

Further analysis of bonus pay has been previously conducted to identify where issues lie and

⁴ See <https://edu.admin.ox.ac.uk/athena-swan> for the University and departmental Athena SWAN submissions.

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 13,458 employees. Any one off (non-consolidated) payments made in the twelve months to 31 March 2021 under this scheme have been categorised as bonus pay for the purpose of gender pay gap reporting. Non-consolidated payments include £200 recognition awards and a small number of awards for excellence which have a value of circa 3% of base pay (ranging from £233 to £2,117) which were made before the Awards for Excellence scheme was placed on hold along with all other discretionary pay exercises in response to the financial uncertainties posed by COVID-19.

Clinical Excellence Awards are only available to eligible staff on clinical grades with honorary contracts with the Oxford University NHS Trust. There are twelve levels of Clinical Excellence Award ranging from £3,016 to £77,320. Clinical Excellence Awards are intended to recognise and reward those consultants who contribute most towards the delivery of safe and high quality care to patients and to the continuous improvement of NHS services. This includes those consultants and senior academic GPs who do so through their contribution to academic medicine. Of the University staff eligible for Clinical Excellence Awards: 31% (97 out of 315) are women. Work is being carried out with the Medical Sciences Division to influence the current and future NHS processes for the awarding of Clinical Excellence Awards.

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.

WHY HAS THE UNIVERSITY'S PAY GAP CLOSED?

Pay in 2021 has increased for both men and women. However, women's pay has increased more than men's. The mean rate of female hourly pay has increased by 2.6% more than men's and the median hourly rate for females has also increased (by 3%) where the male median hourly rate remains the same as it was in 2020.

As already noted in this report, the University's pay gap is mainly attributable to an uneven distribution of men and women across grades, with women generally accounting for a higher percentage of the staff in grades at the lower end of the structure and men accounting for a higher percentage of staff in senior grades. There is a slight increase this year in the proportion of men in the lower grades in the pay structure (a change of 1% across grades 1 to 4) which has contributed to a reduction in the pay gap.

The University introduced the Oxford Living Wage in August 2020. This increased the pay for all staff in the three lowest grades on the pay structure. There were 58% women and 42% men in these grades and with slightly more women on the lower points in these grades the increase in pay for women was greater than for men.

In addition to some small changes in the distribution of the population at the lower end of the structure and the impact of the introduction of the Oxford Living Wage, there appears to have also been incremental movement within grades which has contributed to the reduction in the median pay gap. This is most notable in the most highly populated grades (grades 6 and 7) which fall in the middle of the University's grading structure and are where the median hourly rates lie. Women's pay in grades 6 and 7 has increased by 3% over the reporting year; in comparison men's has increased by 0.6% and 0.7% respectively.

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 has conducted equal pay audits both for its main salary and grading structure and for senior staff since 2009, and these are now conducted every three years. The most recent equal pay audits were conducted in 2019/20.

The audits are conducted in line with the Equality and Human Rights Commission guidelines and provide an analysis of basic pay and total pay by legal sex (and for the main salary and grading structure ethnicity, disability and contractual status). In accordance with the guidelines gaps of 5% or more are considered significant and have

been used to identify actions to be undertaken.

The results of the 2020 equal pay audit of the main salary and grading structure indicated that in broad terms the University is achieving equal pay for work of equal value. Relatively few pay gaps were identified in the analysis of mean basic and total pay by legal sex and, where further investigation was carried out, an objective justification has been found.

Pay gaps in total pay were identified in the 2020 equal pay audit for senior staff.

The pay gaps tend to arise from differences in the distribution of additional pay elements such as NHS clinical excellence awards. There are well-defined and objective processes for the award of additional pay elements. In many cases, the additional pay elements reflect the external market, as well as recruitment and retention imperatives. Further analysis is being undertaken in order to establish what targeted actions are required to address the gaps identified.

As a result of its previous equal pay reporting the University has introduced revised procedures for the salary reviews of some groups of senior staff. For example the introduction of a more structured process to award merit pay to all staff with professorial title and the introduction of a framework for the salary setting and review for senior managerial and professional staff.

The University has implemented policies relating to its most senior pay to ensure fair, transparent, appropriate and justifiable levels of remuneration in line with the Committee of University Chairs Remuneration Code.

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 practice⁴.

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.

The University of Oxford is committed to taking action which will address the gender pay gap. In particular the University committed to increasing the proportion of women in academic, leadership and governance roles across the collegiate University. Targets were set for the period 2016-20. Most notably in relation to the gender pay gap by 2021:

- the proportion of female Statutory Professors, stood at 19%, a five point percentage increase since 2015;
- the proportion of female Associate Professors, stood at 31% in comparison to 28% in 2015;
- the University had one third representation of women across leadership roles including

but not limited to heads of department and senior management teams.

New objectives for the period of the next Strategic Plan are:

1. To achieve a yearly increase in the proportion of female Statutory Professors, with 27% representation by 2029
2. To achieve a yearly increase in the proportion of female Associate Professors, with 35% representation by 2029
3. Representation of women on Council and its main committees to be in the range of 40-60%.

Progress towards its targets is reported annually in the University's Equality Report⁵.

RECRUITMENT PROCEDURES

The University successfully revised its procedures for Statutory Professor recruitment in 2013-14. Since the introduction of the revised procedures, the proportion of women in statutory professor roles has increased from 11% to 20%, and women have represented over one-third of all new appointments.

The University is implementing new processes to extend this success to Associate Professor recruitment.

⁴ <https://edu.admin.ox.ac.uk/equality-policy>

⁵ <https://edu.admin.ox.ac.uk/equality-report>



FAMILY-FRIENDLY POLICIES

The University has a number of family-friendly policies and initiatives in place, which go beyond the statutory minimum, including family leave schemes, subsidised University nurseries, flexible working, and a Returning Carers' Fund⁶.

The Returning Carers' Fund was introduced in 2014 and has made small grants to support staff members who have taken a break for caring responsibilities to re-establish their research careers. Feedback from grant recipients has shown that the Fund has had a demonstrable impact on the careers of many staff returning from caring leave, both in tangible terms (e.g. securing fellowships, successful grant applications, publishing papers, invitations to present at conferences, increasing the visibility of research, and establishing new research collaborations) and in signalling that the University is serious about supporting the careers of those with caring responsibilities. In response to the challenges presented by COVID-19, awardees were given additional time to repurpose their funds where necessary and extend timelines, as conferences or other plans were delayed.

The University provides the benefit Work + Family Space for all employees, offering access to emergency back-up childcare and adultcare, a 'speak to an expert' phone line and a wide range of guides and webinars.

WOMEN'S LEADERSHIP

The Oxford Senior Women's Mentoring Network encourages women to explore their leadership potential within academic life, or within an administrative career. Since 2011 it has matched 246 women with senior mentors, many of whom have subsequently taken on departmental, divisional or University leadership roles.

ATHENA SWAN

The University continues to develop and pursue ambitious action plans in order to enable women better to develop their careers, and make greater contributions to all aspects of University life. The University was a founding member of the Athena SWAN initiative. It started in the Medical Sciences and Mathematical, Physical and Life Sciences Divisions, recognising the lack of representation of women in senior roles in science, technology, engineering, maths, and medicine and is now used by all Divisions. Participation in the Athena SWAN Charter provides the University with a framework for analysis and results in a comprehensive action plan to promote gender equality.

The University has an institutional Athena SWAN Bronze Award which was renewed in April 2017. In addition, 39 (of 49) departments hold awards, 19 at Silver and 20 at Bronze; each has an accompanying action plan. The institutional renewal process reiterates the University's commitment to gender equality and involves widespread consultation to agree an action plan. Planning is underway for renewal of the University's institutional application and a new action plan for the period 2022–7 will be developed. Many of the actions will contribute directly to closing the gender pay gap. In addition to ongoing work to increase the proportion of women in senior roles and ensure support for staff with caring responsibilities, the 2022–27 action plan will include objectives to understand and address occupational segregation and the over-representation of women in more junior grades.

All the actions identified are on-going and it may be several years before some have any impact on the gender pay gap. In the meantime the University is committed to reporting on an annual basis on the progress it is making.

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⁶ <https://edu.admin.ox.ac.uk/returning-carers-fund>