

GENDER PAY GAP REPORT

INTRODUCTION



OU/Jan Wallman

In February 2023, for the first time, the University was granted an institutional Athena Swan Silver award, acknowledging the progress that has been made over the last five years in addressing several key areas where gender gaps existed across the University. During that period, the proportion of women in the two upper quartiles of roles at a senior level has increased year on year and the trend on the gender pay gap has been a positive one. We continue to make progress in better representation of women in senior academic roles, with 20% of Statutory Professorships and

32% of Associate Professorships now held by women – an increase by 1% on last year's report. Although progress is slow, we are gradually closing the gaps.

The gender pay gap is one of the key metrics that allows us to track how effective our actions are in reducing the existing imbalance in gender within the institution. This year the mean gender pay gap is 19.6%, which represents an improvement on the 2020 figure (20.1%) but is higher than the figure reported last year (18.1%). Similarly, the median pay gap this year is 13.6%, lower than the 2020 gap (13.7%) – though again unfortunately higher than last year (11.1%). This indicates that the levels of change are yet to be large enough such that slight fluctuations in pay levels and shifts between scales can affect trends. We are working hard to have a solid downward trend and will remain vigilant.

The University remains committed to taking actions which will reduce all gender inequality and in particular the gender pay gap. The newly awarded Athena Swan action plan for the period of 2023–28 builds on actions that will contribute directly to closing the gender pay gap. The issues and challenges faced by different parts of the University vary enormously and a focused, local approach is required to accelerate change. I am delighted to report that my colleagues across the institution are deeply committed to such local action.

KEY POINTS

- The median gender pay gap has increased from 11.1% to 13.6%.
- The mean gender pay gap has increased from 18.1% to 19.6%, but it remains 4.9% lower than when 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 65.6% to 61.6%.
- 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 respected².

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 2022 and to publish the pay information by 30 March 2023.

This is the University's sixth gender pay gap report and it is disappointing to see that there is an increase in both the mean and median pay gaps. These increases are attributable to a decrease in the hourly rates for female staff, which saw population growth of 5.4%, and new hires appointed at lower points on the pay scale. It is recognised that further progress needs to be made and the University is committed to setting up a Task and Finish Group that 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 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 2022. 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 2022 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

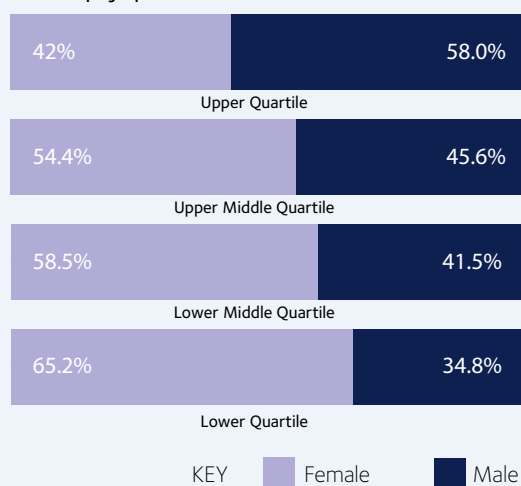
On the 31 March 2022 the University's workforce for the purpose of gender pay gap reporting consisted of 19,190 individuals: 10,560 women and 8,630 men. The University's gender pay gaps are as follows:³

Gender pay gaps in ordinary pay	Female earnings
Mean gender pay gap in ordinary hourly pay	19.6% lower
Median gender pay gap in ordinary hourly pay	13.6% lower

Gender pay gaps in bonus pay	Female earnings
Mean gender pay gap in bonus pay	61.6% lower
Median gender pay gap in bonus pay	0% lower

Proportion in receipt of bonus pay by legal sex	
Male	10.0%
Female	14.3%

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 19.6% and a median gender pay gap of 13.6%. The mean total pay gap is 1.8% larger than in 2021 but it is still 4.9% less than when gender pay gap reporting was introduced in 2017. The median gap is 2.5% larger than it was 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. The median gender pay gap for the whole economy (according to the October 2021 ONS ASHE figures) is 14.1%. 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 1.6%; by 0.8% in the upper middle quartile; by 1.5% in the lower middle pay quartile; and by 0.6% 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. The median pay gap is less influenced by the value of salaries at senior level than the mean pay gap. 71% of staff (233 out of 815) of staff 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.

The distribution of employees across the grading structures is broadly similar to previous years. However, there is a decrease in the proportion of men in the lower grades in the pay structure and an increase in the proportion of men and a reduction of the proportion of women in the senior professional, academic and research grades. This has contributed to an increase in the pay gaps 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 has decreased to 60.1% from 65.6% in 2021. The median bonus pay gap remains at 0%. A greater proportion of women than men continue to receive bonus pay but the proportions of both are less than in 2021.

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

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 12,424 employees.

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. Payments of £200 as recognition awards continued to operate in 2021 and 2022. Within the Reward and Recognition Scheme a greater proportion of females received payments.

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; and the local clinical excellence remains under negotiation. Clinical Excellence Awards included in the March 2022 gender pay gap snapshot only include Clinical Excellence Awards under the old schemes. They 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.

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.

The highest number of bonus payments have been awarded within the OUP scheme (67% of all bonus payments reported) and this has a significant impact on the overall bonus pay gap. However, the mean bonus pay gap has reduced since 2021 and this is likely to be attributable to a reduction in the pay gap for Clinical Excellence Awards which have reduced considerably in 2022, with the mean gap reducing from 55.9% to 39.2% and the median from 76.5% to 12.4%. This is likely to be attributable to the changes taking place with the awards and the transitional arrangements in place.

THE UNIVERSITY'S PAY GAPS HAVE SHOWN A SLIGHT INCREASE

The analysis showed a slight increase in the median and mean pay gaps this year as compared to 2021, though both were in line with the years prior to 2021. There could be a number of reasons for the gap, but initial analysis suggested that reasons included: an increase in the female population of 5.4% and some changes in the grade distribution by gender.

The increase in the mean pay gap appears to be attributable to a reduction in the hourly rates for women; there was a slight increase in the mean hourly rate for men, but for women it reduced by 35 pence. The increase in the median pay gap appears to be attributable to both an increase in the hourly rate for men along with a reduction in the hourly rate for women. The reduction in the hourly rates for women might be explained by the increase in the female population between the 2021 gender pay gap data snapshot and the 2022 snapshot and new staff tend to be appointed on lower pay points than established staff.

Also, the University's pay gap is partly 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. The University introduced the Oxford Living Wage in August 2020. This increased the pay for all staff in

the lowest grades on the pay structure. There were 61% women and 39% 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.

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 and one is due later this year.

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.

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. The University has also 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.

Objectives for the current 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: Women now comprise 20% of Statutory Professors, up from 19% in 2021; 32% of Associate Professors, up from 31% in 2021; there is no change to the overall proportion of women on the main Committees which remains at 39%, however the proportion is over 40% on 3 of 4 committees.

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 has now implemented new processes to extend this success to Associate Professor recruitment⁶.

Work continues in this area with the 2022 Athena Swan action plan containing actions to:

- Strengthen recruitment processes to address gender and intersectional imbalances in senior academic roles.
- Provide effective support for progression of female staff, and BME staff, into senior academic roles.

FAMILY-FRIENDLY POLICIES

The University has a number of family-friendly policies and initiatives in place, which go beyond the statutory minimum. Since 2018, the university has introduced a suite of measures to support parents and carers, including Day 1 entitlement to paid family leave, carer's leave, career break options, paid fertility treatment leave, expanding adoption leave to include early permanence arrangements, 5 days' emergency dependant's leave at full pay rate, offering up to 10 days additional annual leave through a salary sacrifice, and temporary flexible working options. Staff are also eligible to register free for Work+Family Space, offering access to emergency back-up childcare and adultcare, a 'speak to an expert' phone line and a wide range of guides and webinars.

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

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

⁶ <https://hr.admin.ox.ac.uk/associate-professorship-inclusive-recruitment-guidelines>

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.

A 5-year review of the annual £240,000 Returning Carers' Fund in 2022 found that it had supported 150 academics/researchers since 2017 to re-establish their research pathways after a period of leave.

Work continues in this area with the 2022 Athena Swan action plan containing actions to address the gendered aspects of caring and wellbeing that negatively impact on career progression and retention.

WOMEN'S LEADERSHIP

The Oxford Senior Women's Mentoring Network is being re-formatted under the University's new Leadership Hub, with a work stream devoted to mentoring and supporting staff progressing in senior academic/research roles. A 2022 internal review of Oxford mentoring schemes found evidence that both formal and informal mentoring led to career progression, and an event was held in 2022 to share lessons learned on running a mentoring network across the University.

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 Divisions⁷. 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 held an institutional Athena Swan Bronze Award since 2006, and in February 2023, for the first time, the University was awarded an institutional Silver award, acknowledging the progress that has been made in addressing a number of gender gaps across the University over the last five years. The award includes new action plan for the period of 2023–2028 and 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. The institutional renewal process reiterates the University's commitment to gender equality and involves widespread consultation to agree an action plan.

In addition, 42 (of 49) departments hold awards, 21 at Silver and 21 at Bronze; each has an accompanying action plan. In 2022, the Medical Sciences Division became the University's first all-Silver division with 16 departments holding a Silver Athena Swan award.

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.

March 2023

⁷ See <https://edu.admin.ox.ac.uk/athena-swan> for the University and departmental Athena SWAN submissions.