

Gender Pay Gap at April 2023

The Gender Pay Gap measures the difference between the mean average hourly pay and the median average hourly pay for men and women employed by the College on 5 April, 2020.

The gender pay gap at 5 April 2017-23 is set out below:

	2023	2022	2021	2020	2019	2018	2017
Median	17.5%	16.7%	16.6%	6.4%	16.2%	9.3%	15.6%
Mean	23.1%	18.8%	24.0%	20.1%	19.2%	11.9%	14.4%

By comparison the national gender pay gap ¹ in April 2023 was 14.3%.

The College's median pay gap, excluding the 143 external tutors and other casual workers (44% of employees) was 11.4%.

Of those employed by the College in 2023, 49.4% were female and 50.6% male.

Comparing the current year to 2017 (when we commenced reporting), the percentage of females in all quartiles has increased. There has been a relatively larger increase in the lower quartiles, particularly amongst the external tutors where it has increased from 32% to 46% of that group.

Quartile	Females		Males	
	2023	2017	2023	2017
Lower	61.7%	50.0%	38.3%	50.0%
Lower Middle	58.0%	47.3%	42.0%	52.7%
Upper Middle	34.1%	31.1%	65.9%	68.9%
Upper	45.1%	37.8%	54.9%	62.2%

Our report to the Government Equalities Office will be in the required format, as set out on the following page. We will put the same report on our website.

¹ Gender pay gap in 2023 – Office for National Statistics (ONS). The ONS only reports median pay gaps.

Gender Pay Gap Report for Lincoln College, Oxford

The Gender Pay Gap measures the difference between the mean average hourly pay and the median average hourly pay for men and women employed by the College on 5 April, 2020. The gap is expressed as the percentage by which women's average hourly pay is lower than men's average hourly pay. The gap arises largely because more of the higher paid employees are men, as indicated in the chart below.

Gender Pay Gap	
Mean	23.1%
Median	17.5%

The College does not make bonus payments and consequently there is no mean or median gender pay gap for bonuses to report.

The proportion of women and men in each pay quartile is stated below.

Quartile	Females	Males
Lower	61.7%	38.3%
Lower Middle	58.0%	42.0%
Upper Middle	34.1%	65.9%
Upper	45.1%	54.9%

Declaration: I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Alex Spain
Bursar