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, 2024. 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	18.1%
Median	11.4%

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	63.1%	36.9%
Lower Middle	50.0%	50.0%
Upper Middle	44.0%	56.0%
Upper	44.0%	56.0%

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