Gender Pay Gap Report 2018

Balliol College's gender pay gap data on 5 April 2018 was as follows:

Hourly rate

Women's hourly rate is:
16.1% lower (mean)
9.4% lower (median)

Pay quartiles
How many men and women are in each quarter of the College's payroll:

<table>
<thead>
<tr>
<th>Quartiles</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>64%</td>
<td>36%</td>
</tr>
<tr>
<td>2nd</td>
<td>53%</td>
<td>47%</td>
</tr>
<tr>
<td>3rd</td>
<td>64%</td>
<td>36%</td>
</tr>
<tr>
<td>4th</td>
<td>43%</td>
<td>57%</td>
</tr>
</tbody>
</table>

Bonus pay

Women's bonus pay is:
53.5% higher (mean)
63.4% higher (median)

Who received bonus pay
3.0% of men
0.7% of women

The College has a workforce that is 56% male and 44% female, with more of the senior academic staff being male. Balliol promotes diversity amongst its employees, recognising the particular contributions to the achievement of our objectives that can be made by individuals from a wide range of backgrounds and experiences. The policy and practice of Balliol ensure that all the staff are afforded equal opportunities in their employment; and that entry into, and progression in, employment with Balliol are determined only by personal merit and the application of criteria which are related to the duties of each particular post. In all cases the quality of a person's performance of their role is the primary consideration in determining progression. Balliol uses a pay scale to ensure a transparent pay structure is in place for both academic and non-academic staff. Decisions about payments to College Officers are taken at Remuneration Committee to ensure objectivity and fairness.

I confirm that the published data is accurate.

[Signature]

Dame Helen Ghosh

Master