



Gender Pay Gap Report 2023

Balliol College reports its gender pay gap each year and this report covers the situation at the snapshot date in April 2023. The College has four main staff groups that are included in this report: academic staff, non-academic staff, casual staff and ad hoc teaching staff.

The gender pay gap is required to be publicly reported by any UK organisation that employs 250 or more employees. The gender pay gap shows the difference between the average earnings of males and females for the relevant date.

In April 2023, the College's workforce was 53% female and 47% male, the first time under the reporting where there has been a majority of females.

Hourly rate

Women's hourly rate is:

12.5% lower *than men* (mean)

8.9% lower *than men* (median)

Pay quartiles

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

Quartile	Male	Female
Top (Highest)	53.4%	46.6%
2 nd	49.5%	50.5%
3 rd	51.5%	48.5%
4 th (Lowest)	34.6%	65.4%

Bonus pay

Women's bonus pay is:

43.4% higher *than men* (mean)

111.8% higher *than men* (median)

Who received bonus pay:

5.6% of men

2.3% of women

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 ensures 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.

Balliol is an accredited Living Wage employer and employees are paid in accordance with the specific criteria of a role. 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, which is predominantly made up of external members, to ensure objectivity and fairness.

I confirm that the data set out above is accurate and has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information).

Amanda Tilley
Finance Bursar
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