



Balliol College reports its gender pay gap each year and this report covers the situation in April 2021.

Hourly rate

Women's hourly rate is:
11.4% lower (mean)
9.2% lower (median)

Pay quartiles

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

Quartile	Male	Female
Top (Highest)	53.3%	46.7%
2 nd	56.5%	43.5%
3 rd	63.0%	37.0%
4 th (Lowest)	31.9%	68.1%

Bonus pay

Women's bonus pay is:
79.9% lower (mean)
85.6% lower (median)

Who received bonus pay:
4.8% of men
4.5% of women

The College has a workforce that is 51% male and 49% 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 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 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.

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