Gender Pay Gap Report 2020

Balliol College reports its gender pay gap each year and this report covers the situation in April 2020.

Hourly rate
Women’s hourly rate is:
19.0% lower (mean)
17.4% lower (median)

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

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st (top)</td>
<td>64.0%</td>
<td>36.0%</td>
</tr>
<tr>
<td>2nd</td>
<td>59.0%</td>
<td>41.0%</td>
</tr>
<tr>
<td>3rd</td>
<td>49.5%</td>
<td>50.5%</td>
</tr>
<tr>
<td>4th (bottom)</td>
<td>36.0%</td>
<td>64.0%</td>
</tr>
</tbody>
</table>

Bonus pay
Women’s bonus pay is:
5.5% lower (mean)
14.3% lower (median)

Who received bonus pay:
4.8% of men
4.2% of women

The College has a workforce that is 52.1% male and 47.9% 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.

Dame Helen Ghosh
Master