



# GENDER PAY REPORT

April 2018

The Queen's College, Oxford employs over 250 people and is thus required to publish its gender pay gap statistics under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The College is committed to gender equality in the workplace.

We are confident that men and women are paid the same for doing the same job at Queen's. However, men and women are often employed in different roles across our organisation creating a gender pay gap. We actively encourage diversity in recruitment.

	2018		2017	
	Mean pay gap	Median pay gap	Mean pay gap	Median pay gap
<b>Hourly wage</b>	18.2%	5.7%	18.4%	4.9%
<b>Bonus</b>	16.0%	25.0%	15.1%	25.0%
	Proportion of women	Proportion of men	Proportion of women	Proportion of men
<b>Lowest quartile</b>	60.3%	39.7%	65.8%	34.2%
<b>Second quartile</b>	44.9%	55.1%	38.0%	62.0%
<b>Third quartile</b>	50.7%	49.3%	53.2%	46.8%
<b>Top quartile</b>	50.7%	49.3%	43.6%	56.4%
	Proportion of women	Proportion of men	Proportion of women	Proportion of men
<b>Those receiving bonus payments</b>	35.2%	27.8%	29.1%	23.6%

I, Paul Madden, Provost, confirm that the information in this statement is accurate.

20 March 2019