

Gender Pay Gap Report for Lincoln College, Oxford University

The Gender Pay Gap measures the difference between the mean average hourly pay and the median average hourly pay for men and women employed by Lincoln College on 5 April, 2021. The gap is expressed as the percentage by which women's average hourly pay is lower than men's average hourly pay. The gap arises because there are more men than women in higher paid posts.

Gender Pay Gap	
Mean	24.0%
Median	16.6%

The College does not make bonus payments and consequently there is no mean or median gender pay gap for bonuses to report.

The proportion of women and men in each pay quartile is stated below.

Quartile	Females	Males
Lower	54.4%	45.6%
Lower Middle	57.7%	42.3%
Upper Middle	46.1%	53.9%
Upper	39.7%	60.3%

The College is undertaking a number of actions in its recruitment and working practices to address the pay gap.

Declaration: I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Alex Spain