

**ALL SOULS COLLEGE
OXFORD
Gender Pay Gap Report – 2019**

All Souls' gender pay gap as at 5 April 2019 was as set out below:

1. Hourly rate

The mean hourly rate for female employees was 18.48% (2018, 19.9%) lower than that of male employees and the median female hourly rate was 22.62% (2018, 20.7%) lower than that for male employees.

2. Pay quartiles

The following table shows the proportion of men and women in each quartile of All Souls College's pay roll:

Quartile	Male (%) 2018	Male (%) 2019	Female (%) 2018	Female (%) 2019
Lower	44	48	56	52
Lower middle	50	50	50	50
Upper middle	56	54	44	46
Upper	64	57	36	43

3. Bonus

Although all employees who are not Fellows and trustees of the College are eligible to receive an attendance bonus of up to £60 a year if they have full attendance during the year, the College does not make other bonus payments.

4. Workforce

All Souls has 103 relevant employees, 47.57% of whom are female and 52.42% male.