

## **Gender Pay Gap Reporting 2022**

### **New College, Oxford**

New 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 gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female employees receive. The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. The mean and median hourly wage gaps at New College are 11.5% and 5.4% respectively. The gender gap in bonuses, calculated as the