



2020 Gender Pay Gap Report

The gender pay gap for Merton College, as recorded at 5 April 2020, is set out below. This report is published in accordance with the College's statutory obligations and as an employer with more than 250 employees.

Hourly Pay Rate

The gender pay gap in hourly pay has been calculated as follows:

- as a mean **average** female earnings are **14.2% lower**
- as a median **average** female earnings are **6.2% lower**

In total, the pay of 358 employees is represented in these data. 51.4% of employees are female and 48.6% male. These include academic and administrative employees, casual workers and out tutors.

Bonus Pay

Merton College does not make bonus payments to employees.

Pay Quartiles

The proportion of males and females in each quartile of the College payroll at 5 April 2020 is recorded as follows:

| Quartile | Female% | Male% |
|--------------|---------|-------|
| Upper | 42.7% | 57.3% |
| Upper Middle | 53.3% | 46.7% |
| Lower Middle | 55.1% | 44.9% |
| Lower | 54.4% | 45.6% |

Merton College

Merton is a constituent member of the University of Oxford. The College is a progressive, diverse and inclusive international community with a worldwide reputation for its academic and research activities. Equality and diversity are fundamental to its success.

Merton actively seeks to recruit and remunerate individuals of the highest calibre, fairly and irrespective of gender, race or disability. In doing so, the College is fully committed to providing equal opportunities through its recruitment and selection processes.

Employees are paid in accordance with the specific criteria of a role, as informed by external academic pay scales and/or known market rates. Merton is an accredited Oxford Living Wage employer whose policy and practice is to pay men and women equally for doing the same job. Decision about payments to senior academic staff and College Officers are subject to the scrutiny of a Stipends and Allowances Committee, which is predominantly made up of external members.

Individual progression is determined by personal merit and the application of specific criteria relating to the duties of each post. Merton actively monitors matters of equality and diversity across all aspects of College life through a termly meeting of its Equality Forum which reports directly to the College's Governing Body.

These data will be reviewed by the Governing Body with the aim of identifying means by which both the mean and the median gender pay gaps in hourly pay might be reduced.

I confirm that the published data are accurate.

A handwritten signature in black ink, appearing to read 'Irene Tracey', with a stylized flourish at the end.

Professor Irene Tracey
Warden