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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

are 16.3% and 17.6% respectively. The gender gap in bonuses, calculated as the difference between the average annual bonus payments between male and female, is not presently reported as no employees are now paid a bonus. This has instead been included in a revised salary payment.

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