



Gender Pay Gap Report 5th April 2017

Under UK legislation which came into force in April 2017, businesses with more than 250 employees, including charities, are required to publish data about their gender pay gap by April 2018. This report reflects the calculations required under that legislation for The College of St Peter Le Bailey in the University of Oxford. The gender pay gap relates to differences in average male and female pay within an organisation and does not compare the pay received by men and women for doing the same or equivalent work (known as equal pay).

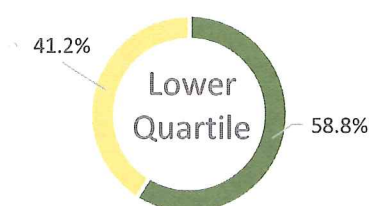
This is the first time the college has been required to report on its gender pay gap. The college is currently in the process of formulating a strategy to build a more diverse and inclusive organisation, and takes Equality and Diversity seriously. This can be seen in the college's actions; within the last year we have created both a post of a Fellow for Equality & Diversity and an Equality & Diversity Forum, which is made up of representatives from the academic, student and administrative staff communities. The forum reports directly to the college's governing body.

St Peter's College

	Mean	Median
Gender Pay Gap	18.3%	13.5%
Gender Bonus Gap	22.2%	18.8%

Proportion of males & females in each quartile

KEY: MALE ■ FEMALE ■



Gender Pay Gap

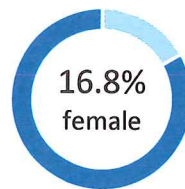
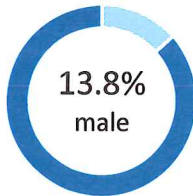
Overall our workforce is 49% female and 51% male. Along with most other higher education institutions, there are different proportions across the workforce. The challenge we face is the distribution of men and women in different roles. Our housekeeping staff at the snapshot date is 96% female. Our most senior salaried academics, who also hold official fellowships with the college, are 77% male. Within this group some members receive a responsibility allowance in recognition of roles occupied within the college, such as Dean or Tutor for Graduates.

We hope to use data from this and future gender pay gap exercises to develop a strategy to provide gender equality and a more balanced representation within leadership roles; including those carrying additional responsibility. We will also explore further opportunities to encourage and review career and skills development. We will also review HR policies to ensure they are fit for purpose in this changing landscape.

Proportion of males & females receiving a bonus

KEY: BONUS 

NO BONUS 



Gender Bonus Gap

The majority of bonuses paid by the college to its employees are conference bonuses. These are paid in recognition of the extra work domestic staff undertake during the long vacation when students are not resident in college and accommodation is occupied by conference business. The college also pays a long service bonus to staff reaching 20 years with the college. None of the trustees are eligible for bonuses.

Female staff eligible for conference bonuses (e.g. housekeeping) mainly work on a part time basis; their bonus is pro-rated.

Declaration

I confirm that the information set out in this report as required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is accurate.



James Graham

Bursar & Trustee