

Gender Pay Gap Report

Data as at 5th April 2021

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. This is the report under that legislation for The College of St Peter le Bailey in the University of Oxford (“St Peter’s College”). The gender pay gap relates to the difference in the average pay of men and women¹ 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 College’s fifth year of reporting its gender pay gap. Equality and Diversity is both a regulatory responsibility and a framework through which the College can attract and retain the best staff. We need to ensure our employment net is spread widely in order to find those candidates which have most to offer the College in its activities. We are sensitive to how small changes in language and presentation at the point of advertisement can help in representing the College’s commitment to be an equal opportunities employer interested in attracting a wide range of talents in welcoming and inclusive ways. In how we arrive at shortlists, we are aligned with the University of Oxford’s good practice in appointments processes. On the few occasions that we use external recruitment consultants, we issue a clear commission to them to ensure that the talents of both genders are reflected in long and short lists.

It remains the College’s aspiration to make the best appointments possible into its available roles, mindful of questions of gender equity and representation, and to pay responsibly. When we review our rates of pay, we keep gender-relevant questions specifically in mind as part of the review project.

College is pleased to note that our gender pay gap has been reduced this year, while remaining aware that in a small organisation of this sort, the figures are sensitive to relatively small adjustments in the gender balance of employees.

The St. Peter’s College Workforce

Overall, our workforce is 45% female and 55% male (45% female and 55% male last year). Along with most other higher education institutions, there are different proportions across the workforce. The challenge we continue to face is the distribution of men and women in different roles. 95% housekeeping staff are female and 100% of kitchen staff are male (2020: 95% and 93% respectively). Our most senior salaried academics, who also hold official fellowships with the College, are 70% male (77% last year). There was no change in the overall number of academic staff during the reporting period. Staff leaving or joining the payroll affected the averages: two male academics left the College’s employment, their posts at the snapshot date being unfilled, one female academic was appointed and a further female academic returned from maternity leave.

The gender ratio for non-academic staff was 53% female and 47% male (2020: 54% female and 46% male). Whilst the overall gender ratios remain consistent with the prior year, the proportion of women

¹ The College reports here in terms of gender binaries, in line with the legislative requirement in this respect, while noting that the community also recognises and values those who identify in other ways.

in the upper middle and upper quartiles has increased. This is due of a number of senior managerial posts which were vacant at the 2020 snapshot date having now been filled by women.

Included within the workforce are casual staff employed on an *ad hoc* basis to support both the academic and domestic operation of the College. The reduction in activity necessitated by the impact of the COVID-19 pandemic limited significantly the requirement for this element of the College workforce at the reporting date. At this date there were 11 people employed on this basis (2020:73) of which 91% (ie 10 people) were women and 9% (ie 1 person) men (2020: 48% women, 52% men), resulting in a significant change to the median and a modest change to the mean.

Gender Pay Gap

The *mean* Gender Pay Gap is 7.9% for this period compared to 17.01% in the previous reporting period. The *median* pay gap is -7.7% compared to 21% last year.

	Mean		Median	
	2020	2021	2020	2021
Gender Pay Gap	17.0%	7.9%	21.4%	-7.7%
Gender Bonus Gap	25.6%	33%	21.9%	0%

Gender Bonus Gap

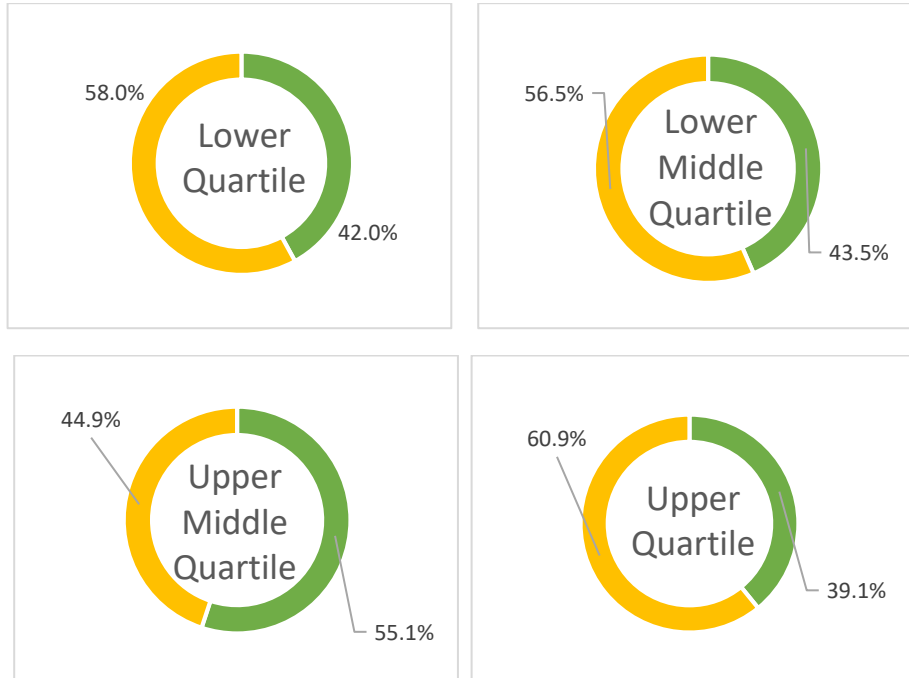
The Gender Bonus gap considered here is the period 6 April 2020 to 5 April 2021. In prior years bonuses were mainly the College Bonus paid in recognition of the extra work undertaken generally by domestic staff during the long vacation, when students are not resident in College and accommodation is occupied by conference business. The COVID-19 pandemic and subsequent travel restrictions reduced the College conference business to zero during the reporting period.

The bonuses paid by the College were discretionary to those staff who had continued to come into College throughout the periods of lockdown and, or, who had assumed additional responsibilities during the same period. None of the trustees are eligible for bonuses.

Only a small number of employees received a bonus. Of the 11 employees who received a bonus 5 (45%) were women and 6 (55%) men. The Gender Bonus Gap mean has increased when compared to the previous year but the numbers determining this gap are very small. 10 of these staff received the same amount regardless of their role or gender. The increase in the mean Gender Bonus Gap is due to one male member receiving a larger bonus in recognition of his performance in response to challenging conditions during the reporting period.

Proportion of male and female employees in each quartile

KEY MALE ■ FEMALE ■



Proportion of College staff receiving a bonus at all

KEY BONUS ■ NO BONUS ■



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.

Douglas Shaw
Bursar and Trustee
April 2022