

Gender Pay Gap Report

Data as at 5th April 2020

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 differences in average male and female pay within an organisation and does not compare the pay received by males and females for doing the same or equivalent work (known as equal pay).

This is the College's fourth 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 continue to urge external recruitment consultants, when used, to ensure that the talents of both genders are reflected in long and short lists. We are sensitive to how small changes in language and presentation can help present the College as a better employer so that we ultimately attract a wider range of talents.

The St. Peter's College Workforce

Overall, our workforce is 45% female and 55% male (49% female and 51% 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 males and females in different roles. 95% housekeeping staff are female and 93% of kitchen staff are male (figures unchanged from the previous year). Our most senior salaried academics, who also hold official fellowships with the College, are 77% male (74% last year). The data does not include one female fellow who was on maternity leave at the snapshot date. Within this group, some members receive a responsibility allowance in recognition of roles occupied within the College, such as Dean or Tutor for Graduates.

The Master and Bursar are the two most highly paid roles on the College payroll whereas in previous reporting periods were both filled by males, this year the Master's role is filled by a female. However, two senior managerial posts, filled by females in the previous reporting year, were empty at the snapshot date for this reporting year. Two males and two females categorised under Student Welfare receive very low hourly rates in compensation for other benefits which are excluded from this report.

The gender ratio for non-academic staff was 54% female and 46% male, although there is a greater proportion of females than males in the lower quartile this is balanced by the number of females in the upper quartile holding senior appointments within the non-academic community.

Included within the definition of the College Workforce are 'out-tutors' who provide teaching on an hourly-paid basis. The group of out-tutors included in the data snapshot for 2020 included 63 female and 81 males. The figures for the previous year were 71 female and 71 males. This movement (caused by a natural fluctuation in ad-hoc teaching arrangements) has caused a significant part of the change in the Gender Pay Gap (both mean and median figures) as compared to the previous year.

Gender Pay Gap

The *mean* Gender Pay Gap is 17.0% for this period compared to 12.3% in the previous reporting period. The *median* pay gap is 21.4% compared to 0.0% last year.

	Mean		Median	
	2019	2020	2019	2020
Gender Pay Gap	12.3%	17.0%	0.0%	21.4%
Gender Bonus Gap	24.5%	25.6%	27.8%	21.9%

Gender Bonus Gap

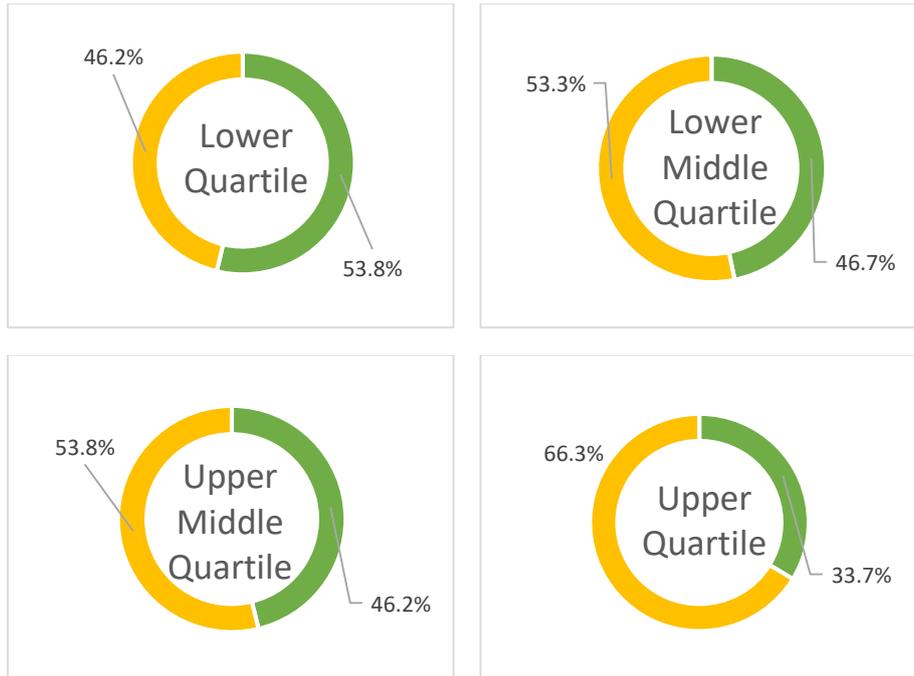
The majority of bonuses paid by the College to its employees are *College Bonuses*. These are discretionary and historically have been paid in recognition of the extra work undertaken generally by domestic staff during the long vacation, when students are not resident in College and accommodation is occupied by conference business. The Gender Bonus gap considered here is the period 6 April 2019 to 5 April 2020 so the figures in this report relate to bonuses paid during 2019.

The College also pays a long service bonus to staff reaching 20 years with the College as well as the occasional bonus for performance. None of the trustees are eligible for bonuses.

The Gender Bonus Gap remains similar to the previous year. As before, Kitchen staff remain more highly paid than housekeeping staff and, as the College Bonus has typically been expressed as a % of pay, the average kitchen staff bonus is higher. Kitchen staff are predominantly male and housekeeping almost exclusively female; the housekeeping staff work on a part time basis and their bonus is pro-rated.

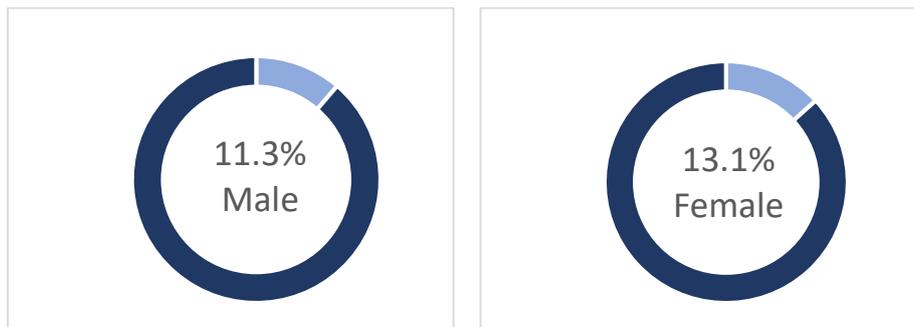
Proportion of males and females in each quartile

KEY MALE ■ FEMALE ■



Proportion of Staff receiving a bonus

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 2021