



Gender Pay Gap Report

Data as at 5th April 2018

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 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 College's second 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 and academic body. We need to ensure our net is spread widely in order to find those candidates which have most to offer the College in its activities and so this Gender Pay Gap Report is a useful input in assessing whether we are open to all the talents. In our recruiting, we do question the gender mix of those who apply. Are we advertising vacancies in a manner that favours one gender over another? We push external recruitment consultants (which we use in filling senior roles) 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.

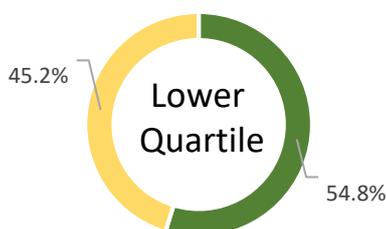
The *mean* Gender Pay Gap is 11.2% for this period compared to 18.3% in the previous reporting period. The *median* pay for each gender is almost identical, there's virtually no gap at all, compared to a 13.4% gap in the previous period. We are pleased that our metrics seem to suggest we are moving in the right direction but cautious that the data is very granular and might be jumpy from year to year.

St Peter's College

	Mean	Median
Gender Pay Gap	11.2%	0.1%
Gender Bonus Gap	1.3%	9.4%

Proportion of males & females in each quartile

MALE ■ FEMALE ■



Gender Pay Gap

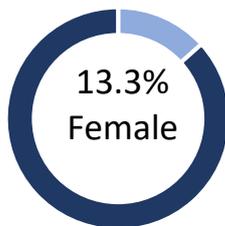
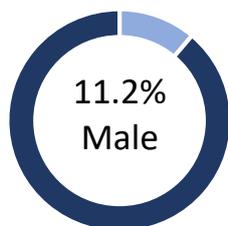
Overall, our workforce is 49% female and 51% male (unchanged from our last report). Along with most other higher education institutions, there are different proportions across the workforce. The challenge we continue to face is the distribution of men and women in different roles. Our 22 housekeeping staff at the snapshot date is 90% female (96% last time). 11 of the 12 employed in our kitchen are male. Our most senior salaried academics, who also hold official fellowships with the College, are 74% male (77% last time). Within this group some members receive a responsibility allowance in recognition of roles occupied within the College, such as Dean or Tutor for Graduates.

But, overall, the gaps in both *mean* and *median* pay across the two genders have narrowed by 7.1% and 13.4% respectively in the period, about which we are pleased.

The Master and Bursar are the two most highly paid roles in the College and in this reporting period both roles were filled by men. Were either's successor a female then the gap in average pay would be narrowed further. Had both role-holders been female then the gap in *mean* pay by gender would've been 6% not 11.8% and the *median* female would've been paid 4% *more* than the median male. Similarly, two men and two women categorised under Student Welfare receive very low hourly rates in compensation for other benefits which are excluded from this report. A future change in the 2:2 gender split (though none is envisaged) might have a significant effect on both averages.

Proportion of males & females receiving a bonus

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 as well as the occasional bonus for performance. 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.



Douglas Shaw

Bursar & Trustee