

Gender Pay Gap Report

Data as at 5th April 2019

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 men and women for doing the same or equivalent work (known as equal pay).

This is the College's third 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 and so this Gender Pay Gap Report is a useful input in assessing whether we are open to all the talents.

The St. Peter's College Workforce

Our overall workforce remains 49% female and 51% male. These proportions vary across our workforce. The challenge we continue to face is the distribution of men and women in different roles. Our 21 housekeeping staff at the snapshot date in March 2019, are 95% female (90% last year). 14 of the 15 employed in our kitchen are male (last year 11 out of 12 were male). Our most senior salaried academics, who also hold official fellowships with the College, are 74% male, the same as last year. Within this group, some members receive a responsibility allowance in recognition of roles occupied within the College.

The Master and Bursar are the two most highly paid roles on the College payroll and in this reporting period both roles were filled by men. For the next Report the gender pay gap is likely to narrow following the appointment of a female Master from 1 October 2019. 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.

Gender Pay Gap

There is little change in the gender pay gap from last report because the gender balance of our staff has not changed. The *mean* Gender Pay Gap is 12.3% for this period compared to 11.2% in the previous report. The *median* pay shows an exact match of hourly pay for both male and female compared to 0.1% last year.

Gender Gap / Year	Mean		Median	
	2018	2019	2018	2019
Pay	11.2%	12.3%	0.1%	0%
Bonus	1.3%	24.4%	9.4%	27.8%

Gender Bonus Gap

The majority of bonuses paid by the College to its employees are "College Bonuses", which were historically paid in recognition of the extra work domestic staff undertake during the long vacation when students are not resident in College and our accommodation was occupied by conference business. Now that conferences have become *business as usual*, there is no link between conferences and bonuses. Additionally, the College also pays a long service bonus to staff reaching 20 years with the College as well as the occasional bonus for excellent performance or for temporary responsibilities. None of the trustees are eligible for bonuses.

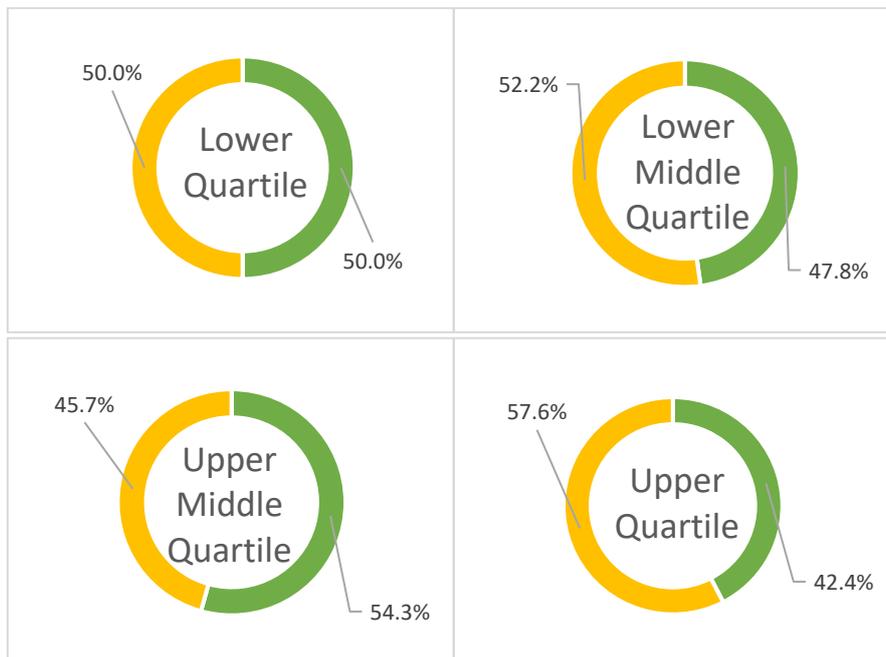
Female staff eligible for College Bonuses (e.g. housekeeping) mainly work on a part time basis so their bonus is pro-rated.

The Gender Bonus Gap has widened significantly. 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.

Long service bonuses are also included here; the gender ratio of the few recipients impacts the Bonus Gap. In the 2018 report, three women received long service bonuses totalling £3,500 and so the Gender Bonus Gap was much reduced in that year. In this report, long service awards were paid to only one man and one woman which means that the gender bias inherent in the Conference Bonus is not diluted in this report compared to last, manifesting itself in a wider Gender Bonus Gap this year.

Proportion of males and females in each quartile

MALE ■ **FEMALE** ■



Proportion of Staff receiving a bonus

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, February 2020