

# Keble College Gender Pay Gap Report

March 2018

**ALL EMPLOYEES (344)**

Mean Gender Pay Gap	18.5%
Median Gender Pay Gap	11.9%
Mean Bonus Gender Pay Gap	28.8%
Median Bonus Gender Pay Gap	47.1%
Proportion of males receiving bonus pay	18.4%
Proportion of females receiving bonus pay	23.4%

**ACADEMIC STAFF (197)**

Mean Gender Pay Gap	18.4%
Median Gender Pay Gap	12.2%
Mean Bonus Gender Pay Gap	0.0%
Median Bonus Gender Pay Gap	0.0%
Proportion of males receiving bonus pay	0.0%
Proportion of females receiving bonus pay	0.0%

**NON-ACADEMIC STAFF (147)**

Mean Gender Pay Gap	-3.7%
Median Gender Pay Gap	4.6%
Mean Bonus Gender Pay Gap	28.8%
Median Bonus Gender Pay Gap	47.1%
Proportion of males receiving bonus pay	53.8%
Proportion of females receiving bonus pay	43.9%

**Distribution of male and female employees in quartile pay bands:**

Quartile	Female	Male
Lower	50%	50%
Lower middle	47%	53%
Upper middle	52%	48%
Upper	30%	70%

**Distribution of male and female employees in quartile pay bands:**

Quartile	Female	Male
Lower	43%	57%
Lower middle	37%	63%
Upper middle	54%	46%
Upper	12%	88%

**Distribution of male and female employees in quartile pay bands:**

Quartile	Female	Male
Lower	59%	41%
Lower middle	57%	43%
Upper middle	42%	58%
Upper	65%	35%

The data for all employees is of limited value, in that it combines two very different groups: academic and non-academic staff. The academic staff consisted of 53 permanent employees and 144 other members of the University who were employed to teach particular courses as required: of those 197, 72 were female and 125 male. The non-academic staff consisted of 90 permanent employees and 57 who were employed on a casual basis to meet fluctuating accommodation and catering needs: of those 147, 82 were female and 65 male. The mean pay gap between academic and non-academic staff (calculated as the academic mean minus the non-academic mean, expressed as a percentage of the academic mean) was 39%. The median pay gap was 44%. It is therefore more meaningful to analyse these two groups separately.

Among academic staff, the mean gender pay gap was 18.4% and the median 12.2%. This is largely due to the fact that a clear majority of the full-time permanent academic staff on joint appointments (University and College) are men. As reported elsewhere [i.e. in the Annual Equality Report], only 19% of Associate Professors are women. By comparison, among part-time employees and academics paid as out-of-college tutors there is more numerical balance between males and females. The College's published objective under the Public Sector Equality Duty is to support the University's stated objective in increasing the number of women in senior roles, including associate professorships. The College pays all joint appointments at the top of the College scale so none of the pay gap can be explained by differential pay for the same category of post.

Within the non-academic staff group there was, broadly speaking, gender equality in pay. The mean pay gap was slightly negative (average female pay was 3.7% higher than average male pay) whilst the median was slightly positive (median male pay was 4.6% higher). The significant variance in bonus pay was largely an accident of timing. Only permanently employed non-academic staff are eligible for bonuses, but eligibility is only granted once the employee has been in post for at least 6 months prior to 31 July in any year. In the case of all but two of the 37 posts qualifying for bonuses that were occupied by male staff, the post-holder was eligible for a bonus: in the case of 15 of the 51 qualifying posts occupied by female staff, the eligibility conditions had not yet been met.