

Keble College Gender Pay Gap Report

(As at 5.4.18)



ALL EMPLOYEES (361)

Mean Gender Pay Gap	13.3%
Median Gender Pay Gap	0.1%
Mean Bonus Gender Pay Gap	20.5%
Median Bonus Gender Pay Gap	54.7%
Proportion of males receiving bonus pay	17.2%
Proportion of females receiving bonus pay	27.8%

ACADEMIC STAFF (207)

Mean Gender Pay Gap	11.4%
Median Gender Pay Gap	7.6%
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 (154)

Mean Gender Pay Gap	-3.3%
Median Gender Pay Gap	4.6%
Mean Bonus Gender Pay Gap	20.5%
Median Bonus Gender Pay Gap	54.7%
Proportion of males receiving bonus pay	76.7%
Proportion of females receiving bonus pay	83.9%

Distribution of male and female employees in quartile pay bands:

Quartile	Female	Male
Lower	50%	50%
Lower middle	56%	44%
Upper middle	41%	59%
Upper	40%	60%

Distribution of male and female employees in quartile pay bands:

Quartile	Female	Male
Lower	44%	56%
Lower middle	45%	55%
Upper middle	52%	48%
Upper	21%	79%

Distribution of male and female employees in quartile pay bands:

Quartile	Female	Male
Lower	76%	24%
Lower middle	38%	62%
Upper middle	46%	54%
Upper	61%	39%

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 57 permanent employees and 150 other members of the University who were employed to teach particular courses as required: of those 207 staff, 84 were female and 123 male. The non-academic staff consisted of 99 permanent employees and 55 who were employed on a casual basis to meet fluctuating accommodation and catering needs: of those 154, 85 were female and 69 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 41%. The median pay gap was 45%. It is therefore more meaningful to analyse these two groups separately.

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 3.3% higher than average male pay) whilst the median was slightly positive (median male pay was 4.6% higher). The College's bonus scheme is restricted to permanent non-academic staff. The total bonus 'pot' is calculated by reference to vacation conference revenues and amounts to about £100k, which is 5% of the total remuneration of eligible staff. One third of the pot is distributed equally to all eligible staff, one third to front-line staff pro-rata to salary, and the remaining third on a discretionary basis to reward those most heavily involved in generating the revenues. The mean bonus gender pay gap, at 20.5%, showed a significant improvement over the previous year (28.8%) but the median gap widened slightly, from 47.1% to 54.7%.

Among academic staff, the mean gender pay gap was 11.4% and the median 7.6%, a significant improvement on the previous year when the equivalent figures were 18.4% and 12.2%. 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. Among part-time employees and academics paid as out-of-college tutors there is a better balance between males and female, but males are still in a majority with 57% of the group. 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.