

Keble College Gender Pay Gap Report

(as at 5.4.19)



ALL EMPLOYEES	403
Mean Gender Pay Gap	13.5%
Median Gender Pay Gap	3.4%
Mean Bonus Gender Pay Gap	13.3%
Median Bonus Gender Pay Gap	14.7%
Proportion of males receiving bonus pay	17.8%
Proportion of females receiving bonus pay	24.7%

ACADEMIC STAFF	223
Mean Gender Pay Gap	14.0%
Median Gender Pay Gap	0.3%
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	180
Mean Gender Pay Gap	-0.1%
Median Gender Pay Gap	9.0%
Mean Bonus Gender Pay Gap	13.3%
Median Bonus Gender Pay Gap	14.7%
Proportion of males receiving bonus pay	65.5%
Proportion of females receiving bonus pay	75.8%

Distribution of male and female employees in quartile pay bands:

Quartile	Female	Male
Lower	56%	44%
Lower middle	45%	55%
Upper middle	45%	55%
Upper	43%	57%

Distribution of male and female employees in quartile pay bands:

Quartile	Female	Male
Lower	48%	52%
Lower middle	39%	61%
Upper middle	66%	34%
Upper	18%	82%

Distribution of male and female employees in quartile pay bands:

Quartile	Female	Male
Lower	73%	27%
Lower middle	38%	62%
Upper middle	38%	62%
Upper	60%	40%

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 58 permanent employees and 165 other members of the University who were employed to teach particular courses as required: of those 223 staff, 95 were female and 128 male. The non-academic staff consisted of 120 permanent employees and 60 who were employed on a casual basis to meet fluctuating accommodation and catering needs: of those 180, 95 were female and 85 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 38%. The median pay gap was 45%. It is therefore more meaningful to analyse these two groups separately.

Among academic staff, the mean gender pay gap was 14.0% and the median 0.3%. In the previous year the equivalent figures were 11.4% and 7.6%. 66% of full-time permanent academic staff on joint appointments (University and College) were male and 34% female. 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 55% 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.

Within the non-academic staff group there was, broadly speaking, gender equality in pay. The mean pay gap was negligible (-0.1%) whilst the median was positive (median male pay was 9.0% higher). Eligibility for participation in the College's bonus scheme is restricted to permanent non-academic staff. One third is distributed on a simple capitation basis (i.e. the same amount for each eligible employee), one third to front-line staff pro-rata to salary, and the remaining third on a discretionary basis determined by management. There are thus a number of factors affecting the ultimate distribution. The mean bonus gender pay gap, at 13.3%, showed a significant improvement over the previous year (20.5%) as did the median gap, which narrowed from 54.7% to 14.7% (the prior year figures having been distorted by certain timing issues).