

Keble College Gender Pay Gap Report

(as at 5.4.20)



| ALL EMPLOYEES 407 | | ACADEMIC STAFF 232 | | NON-ACADEMIC STAFF 175 | |
|---|-------|---|-------|---|-------|
| Mean Gender Pay Gap | 6.2% | Mean Gender Pay Gap | 0.6% | Mean Gender Pay Gap | -5.1% |
| Median Gender Pay Gap | 5.0% | Median Gender Pay Gap | -3.6% | Median Gender Pay Gap | 8.2% |
| Mean Bonus Gender Pay Gap | 12.1% | Mean Bonus Gender Pay Gap | 0.0% | Mean Bonus Gender Pay Gap | 12.1% |
| Median Bonus Gender Pay Gap | 51.8% | Median Bonus Gender Pay Gap | 0.0% | Median Bonus Gender Pay Gap | 51.8% |
| Proportion of males receiving bonus pay | 22.2% | Proportion of males receiving bonus pay | 0.0% | Proportion of males receiving bonus pay | 87.7% |
| Proportion of females receiving bonus pay | 32.4% | Proportion of females receiving bonus pay | 0.0% | Proportion of females receiving bonus pay | 83.1% |

Distribution of male and female employees in quartile pay bands:

| Quartile | Female | Male |
|--------------|--------|------|
| Lower | 56% | 44% |
| Lower middle | 42% | 58% |
| Upper middle | 37% | 63% |
| Upper | 50% | 50% |

Distribution of male and female employees in quartile pay bands:

| Quartile | Female | Male |
|--------------|--------|------|
| Lower | 34% | 66% |
| Lower middle | 38% | 62% |
| Upper middle | 45% | 55% |
| Upper | 34% | 66% |

Distribution of male and female employees in quartile pay bands:

| Quartile | Female | Male |
|--------------|--------|------|
| Lower | 52% | 48% |
| Lower middle | 61% | 39% |
| Upper middle | 41% | 59% |
| Upper | 60% | 40% |

For the Academic Staff group the gender pay gap position has improved to a position of near equality. The mean gender pay gap was only 0.6% (2019: 14.0%, 2018: 11.4%) and the median was negative at -3.6% (2019: 0.3%, 2018: 7.6%). However, there remained a significant imbalance in the number of full-time permanent academic staff on joint appointments (University and College) with 67% male and 33% female. Among part-time employees and academics paid as out-of-college tutors the balance was only slightly better with females representing 40% of this 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.

Consistent with the previous year, within the non-academic staff group there was broad gender equality in pay. The mean pay gap was negative (-5.1%) whilst the median was positive (median male pay was 8.2% higher). Non-academic staff pay in this review included bonus payments as it was for the pre-COVID period. Eligibility for participation in the College's bonus scheme is restricted to permanent non-academic staff. One third was 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. The mean bonus gender pay gap of 12.1% was at a similar level to the previous year (2019: 13.3%, 2018: 20.5%) having improved from 2018.

The median bonus gender pay gap of 51.8% worsened to a similar level as 2018 (54.7%) having improved to 14.7% in 2019. The bonus distribution mechanism described above results in higher levels of bonus for front line staff compared to others which partly explains the significant year on year movements in median bonus levels. Looking at total remuneration for non-academic staff (base pay plus bonus where relevant), the mean gender remuneration gap was negative at -4.0% while the median was positive (median male remuneration 8.0% higher).

Combining the data for all employees is of limited value as the academic and non-academic groups are so different. There were 232 academic staff in total, consisting of 66 permanent employees and 166 other members of the University who were employed to teach particular courses as required.

Of the 232 total staff, 88 were female and 144 male. There was a total of 175 non-academic staff, consisting of 128 permanent employees and 47 who were employed on a casual basis to meet fluctuating accommodation and catering needs. Of the 175 total staff, 94 were female and 81 male. The mean pay gap