

Keble College Gender Pay Gap Report

(as at 5.4.21)



ALL EMPLOYEES 352		ACADEMIC STAFF 221		NON-ACADEMIC STAFF 131	
Mean Gender Pay Gap	15.5%	Mean Gender Pay Gap	11.6%	Mean Gender Pay Gap	3.7%
Median Gender Pay Gap	9.8%	Median Gender Pay Gap	14.3%	Median Gender Pay Gap	3.0%
Mean Bonus Gender Pay Gap	-5.0%	Mean Bonus Gender Pay Gap	0.0%	Mean Bonus Gender Pay Gap	-5.0%
Median Bonus Gender Pay Gap	-4.0%	Median Bonus Gender Pay Gap	0.0%	Median Bonus Gender Pay Gap	-4.0%
Proportion of males receiving bonus pay	21.7%	Proportion of males receiving bonus pay	0.0%	Proportion of males receiving bonus pay	95.7%
Proportion of females receiving bonus pay	35.6%	Proportion of females receiving bonus pa	0.0%	Proportion of females receiving bonus pay	93.0%

Distribution of male and female employees in quartile pay bands:

Quartile	Female	Male
Lower	57%	43%
Lower middle	43%	57%
Upper middle	32%	68%
Upper	38%	62%

Distribution of male and female employees in quartile pay bands:

Quartile	Female	Male
Lower	40%	60%
Lower middle	43%	57%
Upper middle	27%	73%
Upper	29%	71%

Distribution of male and female employees in quartile pay bands:

Quartile	Female	Male
Lower	67%	33%
Lower middle	45%	55%
Upper middle	42%	58%
Upper	53%	47%

Commentary

For the Academic Staff group the gender pay gap position reverted to that of recent years having reached equality last year. The mean gender pay gap was 11.6% (2020: 0.6%, 2019: 14.0%, 2018: 11.4%) and the median was 14.3% (2020: -3.6%, 2019: 0.3%, 2018: 7.6%). The main reason for the increase in gender pay gap this year was an increase in the proportion of higher paid male casual academic staff year on year that caused a significant increase in the mean male pay level. This was not the result of any deliberate decisions taken by the College. The imbalance in the number of full-time permanent academic staff on joint appointments (University and College) worsened slightly in the year with 69% male (2020: 67%) and 31% female (2020: 33%). Among part-time employees and academics paid as out-of-college tutors the balance was slightly better with females representing 38% (2020: 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. The non-academic staff group was much closer to gender equality in pay. The mean pay gap was 3.7% (2020: -5.1%) and the median was 3.0% (2020: 8.2% higher). The 2021 pay gap numbers include the impact of the August 2020 restructuring and cost saving programme while the 2020 numbers were before this change. Non-academic staff pay in this review included bonus payments that were made in August 2020 relating to the part year of operation of the conference business before COVID forced closure of the commercial business. Eligibility for participation in the College's bonus scheme is restricted to permanent/fixed-term 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 was -5.0% (negative) and this was a considerable improvement on previous years (2020: 12.1%, 2019: 13.3%). The median bonus gender pay gap was -4.0% (negative) compared to 51.8% in 2020 and 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 3.5% and the median was 2.3%. Combining the data for all employees is of limited value as the academic and non-academic groups are so different. There were 221 academic staff in total (2020: 232), consisting of 62 permanent employees (2020: 66) and 159 other members of the University who were employed to teach particular courses as required (2020: 166). Of the 221 total staff, 80 were female and 141 male. There was a total of 131 non-academic staff (2020: 175), consisting of 103 permanent employees (2020: 128) and 28 who were employed on a casual basis to meet fluctuating housekeeping and catering needs (2020: 47). The reduction in non-academic staff numbers reflected the result of the restructuring and cost reduction programme implemented in August 2020. Of the 131 total staff, 69 were female and 62 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 33%. The mean gender pay gap for all employees was 15.5% (2020: 6.2%, 2019: 13.5%) because of the higher proportion of male academic staff.