

Keble College Gender Pay Gap Report

As at April 2023



ALL EMPLOYEES 392		ACADEMIC STAFF 234		NON-ACADEMIC STAFF 158	
Mean Gender Pay Gap	14.9%	Mean Gender Pay Gap	7.6%	Mean Gender Pay Gap	4.2%
Median Gender Pay Gap	5.7%	Median Gender Pay Gap	3.2%	Median Gender Pay Gap	0.0%
Mean Bonus Gender Pay Gap	4.6%	Mean Bonus Gender Pay Gap	0.0%	Mean Bonus Gender Pay Gap	4.6%
Median Bonus Gender Pay Gap	-1.3%	Median Bonus Gender Pay Gap	0.0%	Median Bonus Gender Pay Gap	-1.3%
Proportion of males receiving bonus pay	16.8%	Proportion of males receiving bonus pay	0.0%	Proportion of males receiving bonus pay	90.2%
Proportion of females receiving bonus pay	30.2%	Proportion of females receiving bonus pay	0.0%	Proportion of females receiving bonus pay	88.1%
Distribution of male and female employees in quartile pay bands:		Distribution of male and female employees in quartile pay bands:		Distribution of male and female employees in quartile pay bands:	
Quartile	Female	Male	Quartile	Female	Male
Lower	47%	53%	Lower	29%	71%
Lower middle	50%	50%	Lower middle	41%	59%
Upper middle	42%	58%	Upper middle	36%	64%
Upper	37%	63%	Upper	33%	67%
Quartile	Female	Male	Quartile	Female	Male
Lower	68%	32%	Lower	68%	32%
Lower middle	46%	54%	Lower middle	46%	54%
Upper middle	62%	38%	Upper middle	62%	38%
Upper	54%	46%	Upper	54%	46%

The gender pay gap is the percentage difference of average pay between men and women. This is different to equal pay, which compares the pay of men and women doing the same job. The gap is calculated in two ways: the mean average and the median average.

For our Academic Staff group the gender pay gap position improved in 2023 to 7.6%, from 9.4% in 2022 and 11.6% in 2021. The median was 3.2% (2022: -2.7%, 2021: 14.3%, 2020: -3.6%).

The imbalance in the number of full-time permanent academic staff on joint appointments (University and College) was unchanged in the year with 68% male (2022: 69%) and 32% female (2022: 31%). Among part-time employees and academics paid as out-of-college tutors, females represented 36% (2022: 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 remains close to gender equality at a mean of 4.2% (2022: 3.0%). The median was the same as previous year at 0.0%. Female non-academic staff occupy 54% of the highest paid jobs and 68% of the lowest paid jobs.

The 'bonus' cited in the report is an additional cost of living payment: under the statutory rules relating to Gender Pay Gap reporting this is categorised as 'bonus'.

To support all our employees with recent cost of living difficulties, the College made a cost of living payment of £1,000 (pro rata for part-time employees) in Oct 2022.

Overall our gender pay gap is decreasing, but we are working to reduce it further. Some of our areas of focus include: a) identifying existing imbalances and updating recruitment practices eg including a degree of working from home for roles where this is practical to help blend work and home life more effectively; b) within non-academic staff recruitment we are introducing blind CVs (shortlisting from candidate CVs that exclude the candidate's name, gender, age, or race; and c) encouraging our working parents to consider options for statutory leave - in 2023, 3 staff took Shared Parental Leave, 2 of whom are male.

Combining the data for all employees is of limited value as the academic and non-academic groups are so different. There were 234 academic staff in total (2022: 208), consisting of 71 permanent employees (2022: 68) and 163 other members of the University who were employed to teach particular courses as required (2022:140).

There was a total of 158 non-academic staff (2022: 126), consisting of 100 permanent employees (2022:109) and 58 who were employed on a casual basis to meet fluctuating accommodation and catering needs (2022: 17).

Please note that a gender pay gap reflects the gender composition of different job roles within the College. While there are no pay differentials for staff performing the same role, pay does vary between roles as does the gender distribution across these roles. The gender pay gap reporting here does not therefore imply any departure from the principle of equal pay.