

Keble College Gender Pay Gap Report

As at April 2025



ALL EMPLOYEES 406		ACADEMIC STAFF 215		NON-ACADEMIC STAFF 191	
Mean Gender Pay Gap	19.5%	Mean Gender Pay Gap	25.8%	Mean Gender Pay Gap	-1.3%
Median Gender Pay Gap	8.5%	Median Gender Pay Gap	10.9%	Median Gender Pay Gap	1.7%
Mean Bonus Gender Pay Gap	0.0%	Mean Bonus Gender Pay Gap	0.0%	Mean Bonus Gender Pay Gap	0.0%
Median Bonus Gender Pay Gap	0.0%	Median Bonus Gender Pay Gap	0.0%	Median Bonus Gender Pay Gap	0.0%
Proportion of males receiving bonus pay	0.0%	Proportion of males receiving bonus pay	0.0%	Proportion of males receiving bonus pay	0.0%
Proportion of females receiving bonus pay	0.0%	Proportion of females receiving bonus pay	0.0%	Proportion of females receiving bonus pay	0.0%

Distribution of male and female employees in quartile pay bands:

Quartile	Female	Male
Lower	60%	40%
Lower middle	42%	58%
Upper middle	44%	56%
Upper	43%	57%

Distribution of male and female employees in quartile pay bands:

Quartile	Female	Male
Lower	57%	43%
Lower middle	46%	54%
Upper middle	37%	63%
Upper	28%	72%

Distribution of male and female employees in quartile pay bands:

Quartile	Female	Male
Lower	65%	35%
Lower middle	42%	58%
Upper middle	48%	52%
Upper	55%	45%

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 continue to deteriorate in 2025 to a mean of 25.8% from 13.6% in 2024 and 7.6% in 2023, and a median of 10.9% (2024: 4.7%, 2023: 3.2%). The imbalance in the number of full-time permanent academic staff on joint appointments (University and College) continued to increase with 73% male (2024: 69%, 2023: 68%) and 27% female (2024: 31%, 2023: 32%). Among part-time employees and academics paid as out-of-college tutors the balance continued to shift, to 49% male (2024: 58%, 2023: 64%) and 51% female (2024: 42%, 2023: 36%).

The non-academic staff group remains close to gender equality at a mean of -1.3% (2024: 0.1%, 2023: 4.2%) and a median of 1.7% (2024: 2.7%, 2023: 0.0%). Female non-academic staff once again occupy 55% of the highest quartile pay band and 65% of the lowest, similar to the previous years (2024: 55% and 68%, 2023: 54% and 68%).

No amounts constituting bonuses were paid during this or the previous year.

Combining the data for all employees is of limited value as the academic and non-academic groups are so different.

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.