

St Hugh's College

Gender Pay Gap

Snapshot date: 31 March 2020

Narrative

St Hugh's College has carried out a Gender Pay Gap analysis under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. We must then publish the data by 30 March each year, based on a snapshot date of 31 March the previous year.

These calculations allow us to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels

The gender pay gap is a measure of the difference between men's average earnings and women's average earnings across the whole College. This is not the same as equal pay. Equal pay determines the differences between actual earnings of men and women who carry out the same jobs, similar jobs, or work of equal value. Academic staff are paid according to a nationally defined pay spine. Non-academic staff roles are assessed based on a scientific scoring mechanism in order to ensure that work of equal value is paid equally regardless of the holder of the post. The gender pay gap is used to show the differences in average pay between men and women.

Data released by the Office for National Statistics in November 2020 showed that the average median gender pay gap among all employees in the UK is currently 15.5%. The average median gender pay gap for full time employees was 7.4%.

According to the University & College Union, the average mean gender pay gap for academics is 15.1%, while the average median gender pay gap is 14.8%.

St Hugh's has four main staff groups that are covered by this report:

- Academic staff
- Non-academic staff
- Casual staff
- Bought in tutors (such as non-stipendiary lecturers. This is ad hoc teaching provided by graduate students or staff at other colleges, departments or institutions).

In total, these staff groups represented 493 people at the snapshot date of 31 March 2020 (including OxCort tutors who provide teaching for St Hugh's but are paid by other parts of the Collegiate University). St Hugh's College staff is 44.4% female and 55.6% male.

The gender pay gap at St Hugh's College

As at 31 March 2020

Mean gender pay gap is 18.6%. This means that the average hourly pay of female employees is 18.6% lower than the average for male employees.

Median gender pay gap is 14.9%. This means that the average hourly pay at the mid-point of our female employees is 14.9% lower than the equivalent male salary.

The bonus pay gap at St Hugh's College

The bonuses paid to college staff reflect performance related payments during this period for a specified area of the college.

Overall, 1.4% of female staff received bonuses, and 0.4% of male staff received bonuses.

Women's mean bonus pay is: 34.9% higher than men's

Women's median bonus pay is: 9.3% higher than men's

Distribution of men and women in salary quartiles

Quartile	Female	Male
Lower	52.8%	47.2%
Lower Middle	46.0%	54.0%
Upper Middle	38.2%	61.8%
Upper	40.7%	59.3%

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

St Hugh's College