

## St Hilda's Gender Pay Gap Report 2018

*St Hilda's College is committed to equality of opportunity in employment, irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation, and to equal pay for equal work.*

The following information is prepared and published in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. It reflects workforce data as at 5 April 2018.

The workforce reflected in this Report includes 479 persons (262 men and 217 women), 213 of which have regular full- or part-time contracts of employment with the College, the remainder being out-tutors who are engaged by the College as needed to complement the tuition provided to undergraduates by College staff.

### Pay and Bonus Gaps

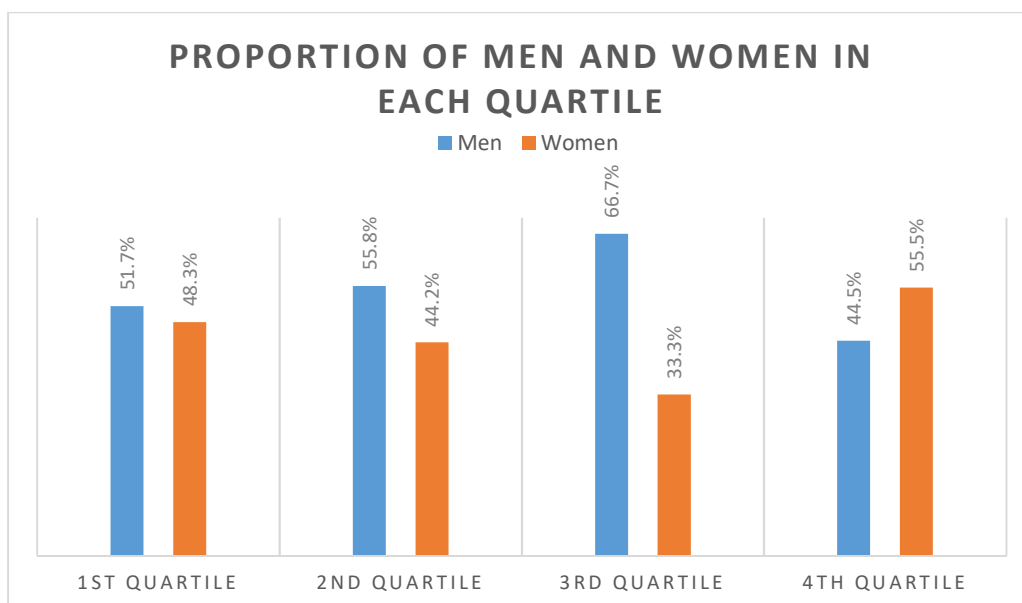
The mean pay gap was -10.4%. That is, the mean hourly rate of pay for women was 10.4% higher than that of men.

The median pay gap was +0.6%. That is, the median hourly rate of pay for women was 0.6% lower than that of men.

The College did not pay any bonuses.

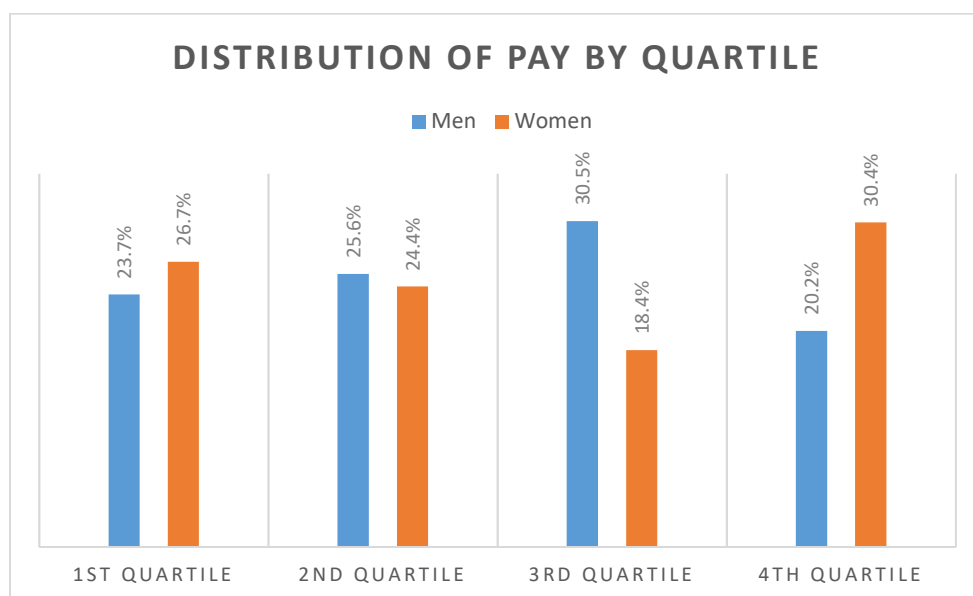
### Distribution by Quartile

The split between the men and women in each quartile of the range of hourly pay is shown in percentage terms in the following graphic.



## Commentary

The Pay Gaps shown above do not indicate differences in pay for equal work, rather they reflect gender differences in rates of pay that have arisen over time from differences in the nature and length of employments. These differences are illustrated by the following graphic that shows the distribution of men's and women's pay between the quartiles. (That is, 23.7% of men fall in the 1<sup>st</sup> quartile of pay, 25.6% in the 2<sup>nd</sup> quartile, 30.5% in the 3<sup>rd</sup> quartile and the balance, 20.2%, in the 4<sup>th</sup> quartile. Similarly for women.)



Compared with April 2017, the mean pay gap in favour of women has grown from 6.7% to 10.4%. This is a consequence of the rebalancing of men from the 3<sup>rd</sup> pay quartile to the 1<sup>st</sup> quartile reflecting the fact that more men were engaged as relatively lowly-paid out-tutors compared with the previous year.

If, in broad terms, men and women were equally distributed in the 1<sup>st</sup> and 2<sup>nd</sup> quartiles of pay in April 2018 and the difference in the 3<sup>rd</sup> quartile have narrowed compared with 2017, there remain significant imbalances in the upper two quartiles. These two quartiles contain the majority of higher paid academic and administrative staff, including fellows of the College. A significant contributor to the imbalances between these two quartiles is the fact that until 2008, the College Statutes did not permit the employment of men in the highest paid category of employees, that is as fellows of the College. Since then, the situation has changed organically and a number of men are now employed as fellows, but women still occupy the majority of such positions. There were no such restrictions at other grades.

In the calculation of the gendered means of the whole population, the numerical contribution to the mean pay of women in the 4<sup>th</sup> quartile more than compensates for the momentum in favour of men in the 3<sup>rd</sup> quartile, thus giving rise to higher average pay for women for the whole population.