

St Hilda's Gender Pay Gap Report 2019

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 2019.

The workforce reflected in this Report includes 466 persons (235 men and 231 women), 206 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

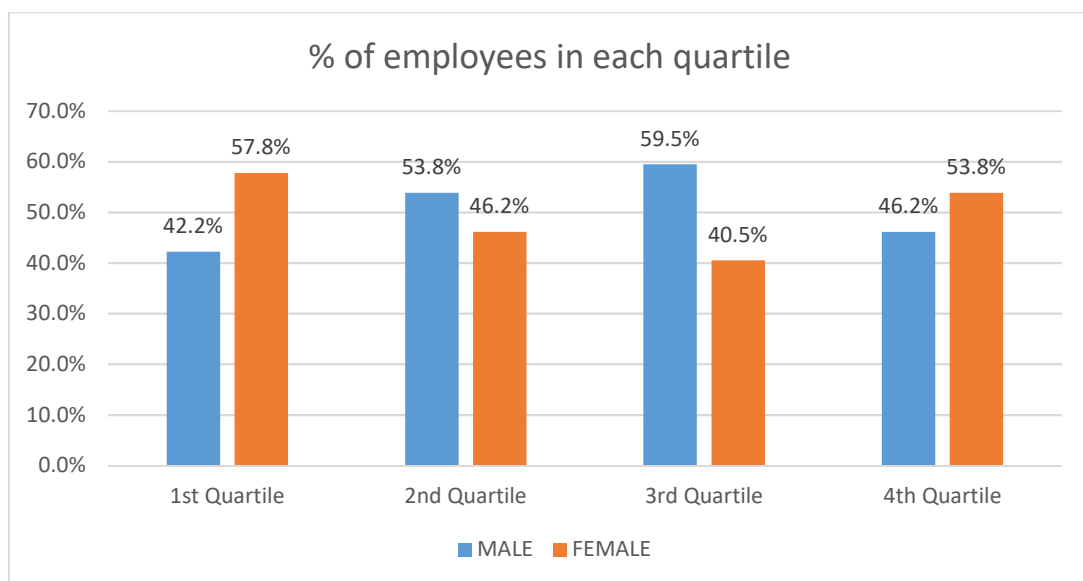
The mean pay gap was -5.1%. That is, the mean hourly rate of pay for women was 5.1% higher than that of men.

The median pay gap was 7%. That is, the median hourly rate of pay for women was 7% 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.



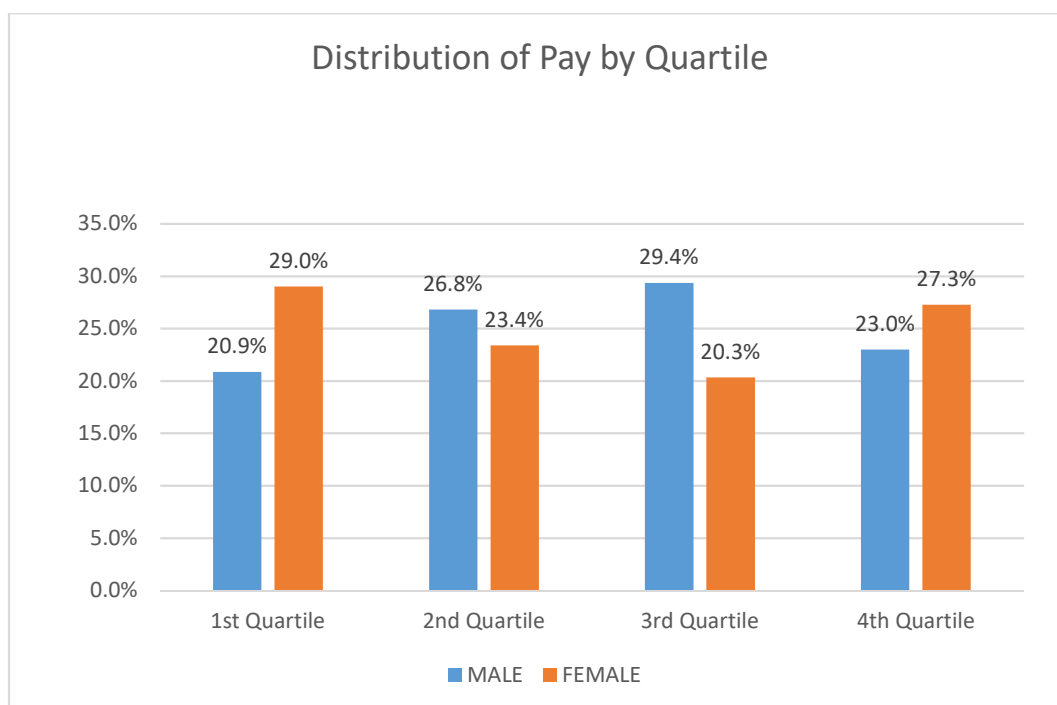
Commentary

The Pay Gaps shown above cannot simply be attributed to differences in pay for equal work. In practice they reflect gender differences in rates of pay that have arisen over time from differences in both the length¹ and nature of employments.

It is informative to analyse the mean Pay Gap in terms of two factors:

1. the distribution of men's and women's pay between the quartiles, as shown in the chart below where 20.9% of men fall in the 1st quartile of pay, 26.8% in the 2nd quartile, 29.4% in the 3rd quartile and the balance, 23.0%, in the 4th quartile (similarly for women); and
2. differences in the average pay of men and women in each quartile, where within each of the first 3 quartiles the average pay on men and women is very close whereas in the 4th (highest paid) quartile the average pay of women is almost 10% higher than that of men.

The higher proportion of women in the 4th quartile combined with their higher average salary dominates the data and determines the overall outcome in favour of woman. This situation is reflective of 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.



Compared with April 2018, the mean pay gap in favour of women has reduced from 10.4% to 5.1%. This is largely a consequence of changes in the proportions of men and women in each of the pay quartiles shown above. Notably the difference in the 4th quartile has narrowed significantly.

¹ Where staff are on salary scales, those who have been employed the longer earn more than those who have been employed for a shorter period of time, until they catch up at the top of the scale.