

St Hilda's Gender Pay Gap Report 2020

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 2020

The workforce reflected in this Report includes 464 persons (242 men and 222 women), 203 of whom 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

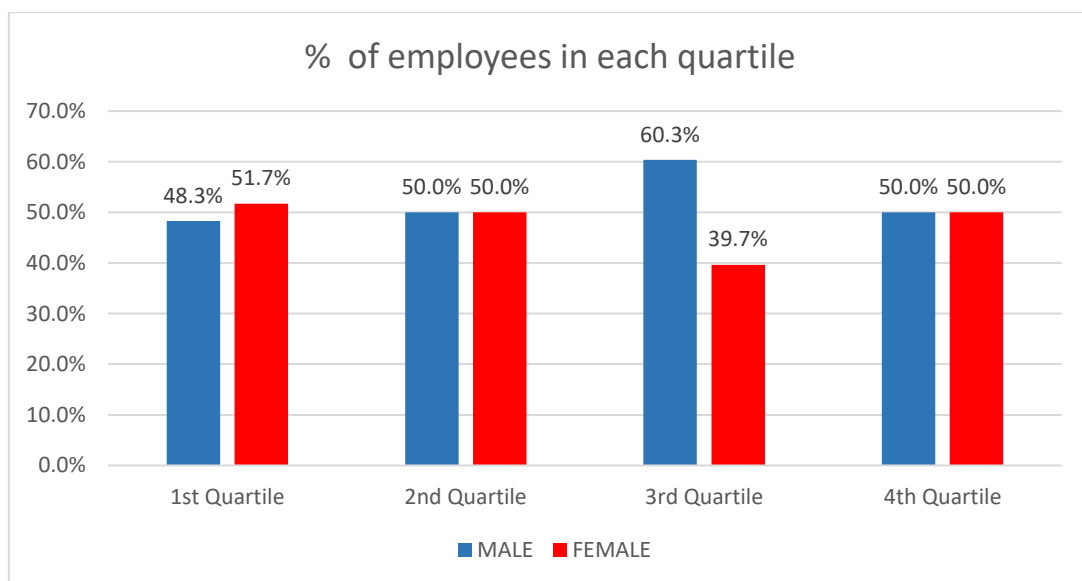
The mean pay gap was -3.8%. That is, the mean hourly rate of pay for women was 3.8% higher than that of men.

The median pay gap was 4.3%. That is, the median hourly rate of pay for women was 4.3% lower than that of men.

The College did not pay any bonuses.

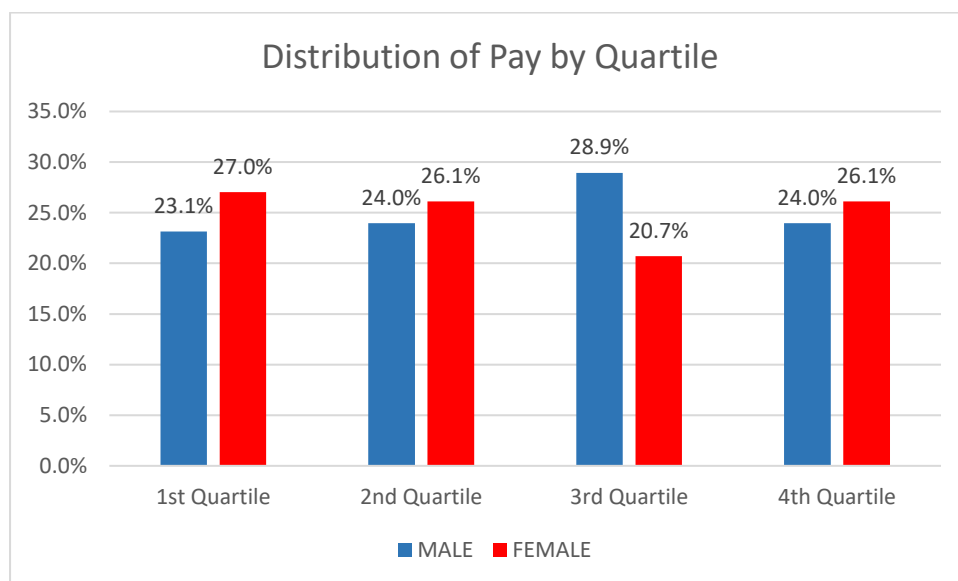
Distribution by Quartile

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, 23.1% of men fall in the 1st quartile of pay, 24.0% in the 2nd quartile, 28.9% in the 3rd quartile and the balance, 24.0%, in the 4th quartile. Similarly for women.)



Compared with April 2019, the mean pay gap in favour of women has reduced from 5.1% to 3.8%. This is a consequence of the rebalancing of men from the 2nd pay quartile to the 4th quartile.

Compared to April 2019, the % of men in the 2nd quartile has reduced from 26.8% to 24% but increased in the 4th quartile from 23% to 24%. There remain significant imbalances in quartile 1 and 3. Quartiles 3 and 4 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 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 4th quartile more than compensates for the momentum in favour of men in the 3rd quartile, thus giving rise to higher average pay for women for the whole population.

The College will continue to monitor changes to its position to ensure that discrepancies, which may be less visible as a result of the historical position, do not arise.