

# St Hugh's College

## Gender Pay Gap

Snapshot date: 31 March 2018

### 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 October 2018 showed that the average median gender pay gap among all employees in the UK is currently 17.9%. The average median gender pay gap for full time employees was 8.6% (down from 9.1%).

According to the University & College Union, the average mean gender pay gap for academics is 12%, while the average median gender pay gap is 12.2%.

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 468 people at the snapshot date of 31 March 2018 (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 43.6% female (from 44.3% last year) and 56.4% male (from 55.7% last year).

The gender pay gap at St Hugh's College  
As at 31 March 2018

**Mean gender pay gap is 10.7% (up from 9.9% last year).** This means that the average hourly pay of female employees is 10.7% lower than the average for male employees.

**Median gender pay gap is -3.2% (down from 2.3% last year).** This means that the average hourly pay at the mid-point of our female employees is 3.2% higher than the equivalent male salary.

The bonus pay gap at St Hugh's College

The majority of bonuses paid to college staff reflect long service awards, which are given to staff who have been in college for longer than 10 years. The largest of these bonuses was £500. Two members of staff received larger non-consolidated performance related payments during this period. Both of these larger payments were made to women.

Overall, 2.00% of female staff received bonuses (1.82% last year), and 1.15% of male staff received bonuses (2.92% last year).

Women's mean bonus pay is: 1,288% higher than men's (293% last year)

Women's median bonus pay is: 1,450% higher than men's (813% last year)

Distribution of men and women in salary quartiles

Quartile	Female (prior year)	Male (prior year)
Lower	46.15% (53.97%)	53.85% (46.03%)
Lower Middle	43.59% (49.21%)	56.41% (50.79%)
Upper Middle	42.74% (39.68%)	57.26% (60.32%)
Upper	41.88% (34.38%)	58.12% (65.63%)

Declaration

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



Rt Hon Dame Elish Angiolini DBE QC FRSE  
Principal