St Hilda’s Gender Pay Gap Report 2017

*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 2017.

The workforce reflected in this Report includes 458 persons (237 men and 221 women), 207 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 -6.7%. That is, the mean hourly rate of pay for women was 6.7% higher than that of men.

The median pay gap was +10.5%. That is, the median hourly rate of pay for women was 10.5% lower than that of men.

The College did not pay any bonuses.

**Distribution by Quartile**

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

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 how men and women in the workforce are distributed between the pay quartiles.

In the lowest paid, first quartile there is a greater proportion of the female workforce than of the male because of the predominance of women amongst those carrying out duties of a domestic nature that attract the lowest rate of pay (the Living Wage). The remaining three quartiles are occupied by administrative and academic staff, with the fourth quartile showing a higher proportion of women than men. 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 1st and 4th quartiles more than compensates for the momentum in favour of men in the 2nd and 3rd quartiles.

That the median pay of men is greater than that of women is an artefact of the clustering of women in the lowest and highest quartiles. The median man is to be found in the 3rd quartile, while the median woman is to be found in the 2nd quartile, and for this reason, the median man has higher pay than the median woman.