



GENDER PAY GAP REPORT 2020

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INTRODUCTION



*Rt Hon Sir Ernest Ryder,
Master,
Pembroke College Oxford*

Pembroke College aspires to be an inclusive community and seeks to recruit and retain the brightest academic minds, as well as professional and support staff who are encouraged in their personal development and treated fairly.

The Governing Body has set out an Equality Policy for the College and requires equitable treatment of all staff regardless of their gender or other protected characteristics.

As we now publish our gender pay gap statistics for 2020, in line with the requirements of The Equality Act 2010, I confirm that these are accurate.

GENDER PAY GAP REPORTING

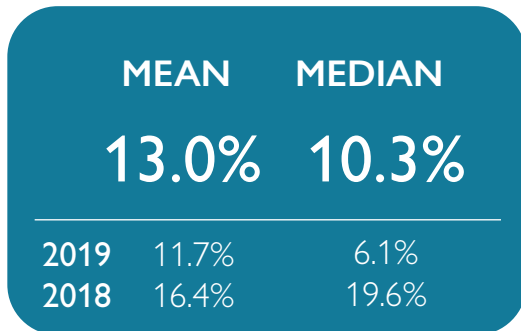
The Equality Act 2010 requires all organisations of 250 or more employees to report on their gender pay gap, as well as the proportion of the workforce who are male and female in each pay quartile. There is also a requirement to report on relative sizes of bonus payments, but as Pembroke does not pay bonuses there is no data included here on the latter point.

The statistics in this report are calculated using a snapshot of data taken on 5th April 2020. On that date Pembroke had 384 employees, of whom **207 were male (54%) and 177 female (46%).**

To take into account variations in working times the statistics presented are based on each employee's calculated hourly rate of pay. Both mean and median gaps have been calculated: the mean gap compares the mean average hourly rate paid to men and to women, and the median takes the middle pay rate in the male distribution and compares to the middle rate in the female distribution. Both mean and median pay gaps are then expressed as a percentage of the male mean and median hourly pay rates respectively.

STATISTICS

Pembroke's gender pay gap on 5th April 2020 was:

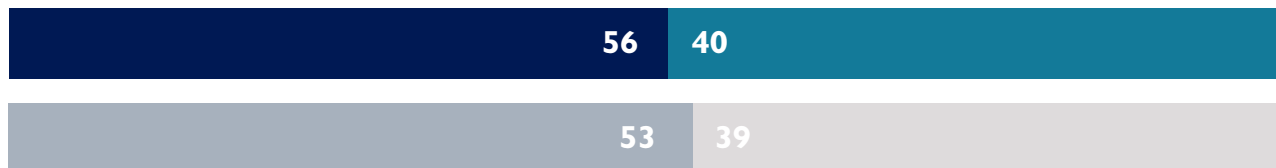


The proportion of male and female employees in the quartiles of the pay distribution was as follows (italics in brackets denote 2019 figures):

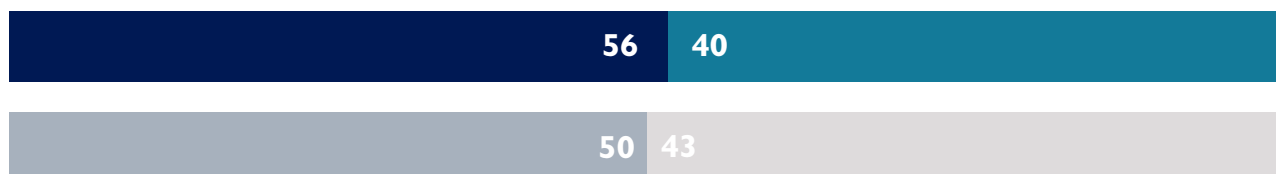
Quartile	% Male	% Female
Upper	58 (58)	42 (42)
Upper middle	58 (54)	42 (46)
Lower middle	58 (48)	42 (52)
Lower	41 (47)	59 (53)

The actual numbers of male and female employees in each of the quartiles of hourly pay rates was as follows (figures in shadow indicate 2019 figures for comparison):

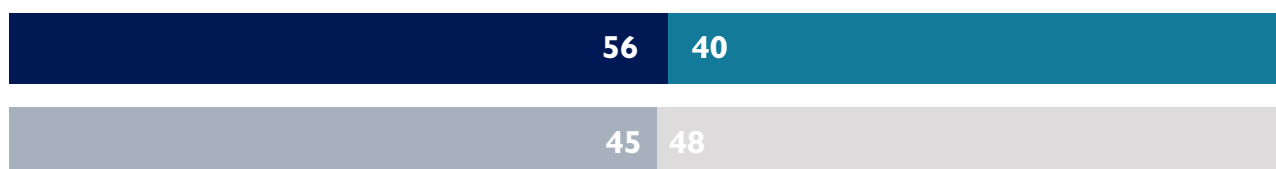
Upper quartile



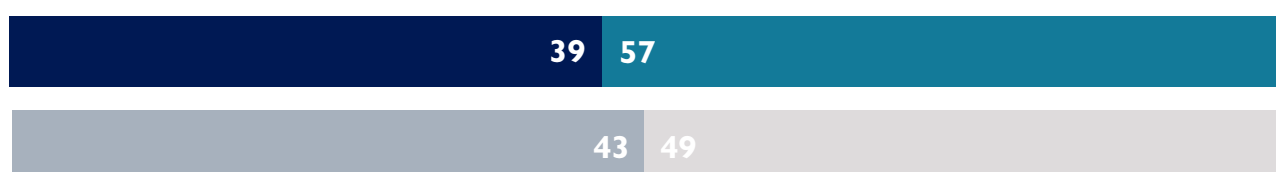
Upper middle



Lower middle



Lower quartile



No. Males

No. Females

ANALYSIS

The main reason for the gender pay gap at Pembroke is the relatively large number of male senior academics who are paid in the upper quartile of hourly pay rates, and the relatively large number of female support staff who are paid in the lower quartile of hourly pay rates. This produces a positive gender pay gap for our core staff, although this gap has narrowed in the past year on both measures, from **22.5%** to **19.1%** mean and from **26%** to **9.2%** median.

Our figures also include the pay rates for external tutors (**131** of them this year = **34%** of employees). These are academic staff (at a variety of levels of seniority) who are engaged to meet the changing needs of our student community, to supply teaching in specialist areas. So, inevitably, from year to year the balance of genders employed, and the rates at which they are paid, will vary, as appropriate adjustments are made.

The relative size of the external tutor population in our figures means that these variations each year have a significant impact on the overall gender pay gap. This year there was a negative gender pay gap for external tutors on both mean and median measures, but this was significantly smaller than in 2019 and therefore we have seen a small increase in the overall mean gender pay gap (from **11.7%** to **13.0%**) as well as the median measure (from **6.1%** to **10.3%**).

We expect to continue to see variation in the gap each year. It would take some years to see a persistent significant narrowing of the overall gap as the highest paid roles in College are held by permanent academic appointments which have a low turnover rate. The lower quartile roles which are dominated by female employees also often attract long-serving members of staff. Pembroke aims to treat all staff well and benefits from significant periods of service from employees, even in support staff areas where other employers may see relatively high turnover.

ACTIONS TAKEN

We check annually that there is no pay disparity between genders where employees are carrying out the same jobs. The Governing Body continues to make it clear that the highest standards of openness and fairness are respected in the recruitment processes of the College.

In the past year the College, like all employers, has been significantly financially impacted by the restrictions on operation which were imposed during the global pandemic. The Governing Body prioritised the job security of employees and provided top-up to ensure that those employees who were furloughed received full pay. In 2020 pay rises were limited to those on the lowest wages, a group dominated by women, and our commitment to implement the Living Wage Foundation's living wage increase each year was honoured.

As we rebuild our operations, we are bringing back to work all those who have been on furlough, and we will continue to invest in the training and development of female members of staff, mindful of opportunities to provide career and salary progression for them. Applications for flexible working are considered positively wherever possible. At the moment all those who work in this way happen to be female.

Pembroke remains fully committed to treating all job applicants and members of staff fairly and equally, regardless of their gender (or other protected characteristics). Personal development continues to be a priority in our management processes, and all HR procedures are kept under regular review. The highest standards are expected by the Governing Body.

Gender pay gap statistics will continue to be calculated annually, in line with the requirements of the Equality Act 2010, and each year the Governing Body will review and discuss the findings, mandating further investigations and changes as it sees fit.