



# GENDER PAY GAP REPORT 2019

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Published March 2020

## INTRODUCTION



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Pembroke 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 the third year, in line with the requirements of The Equality Act 2010, I confirm that these are accurate.

## GENDER PAY GAP REPORTING

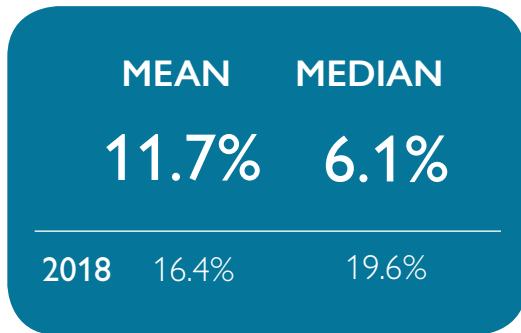
The Equality Act 2010 requires all organisations of 250 or more employees to report on their gender pay gap, as well as the proportion of the workforce who are male and female in each pay quartile. There is also a requirement to report on relative sizes of bonus payments, but as Pembroke does not pay 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 2019. On that date Pembroke had 370 employees, of whom **191 were male (52%) and 179 female (48%)**.

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 5<sup>th</sup> April 2019 was:

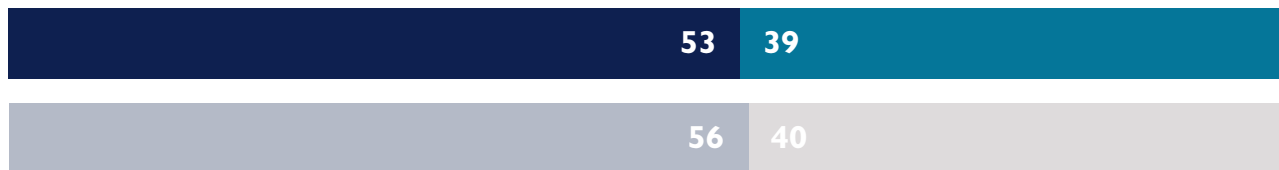


The proportion of male and female employees in the quartiles of the pay distribution was as follows (italics in brackets denote 2018 figures):

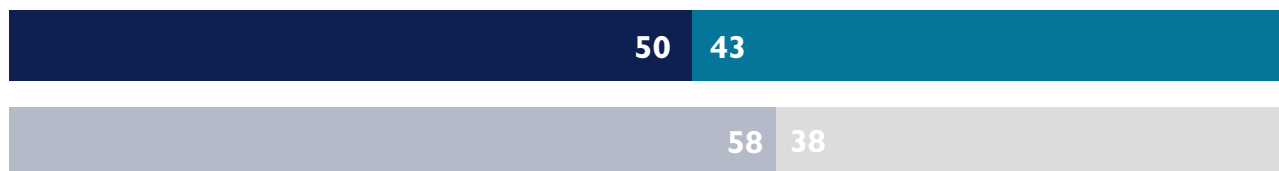
Quartile	% Male	% Female
Upper	58 (58)	42 (42)
Upper middle	54 (60)	46 (40)
Lower middle	48 (51)	52 (49)
Lower	47 (39)	53 (61)

The actual numbers of male and female employees in each of the quartiles of hourly pay rates was as follows (grey bars indicate 2018 figures):

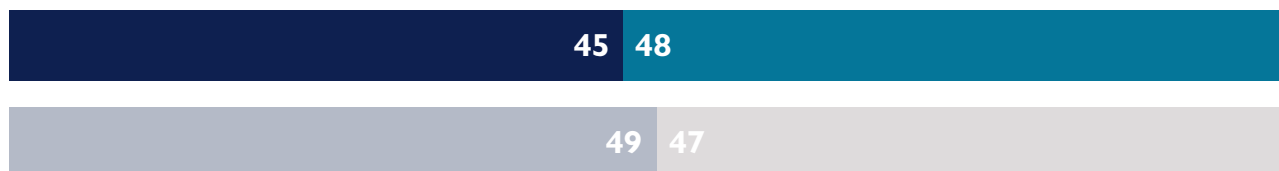
### Upper quartile



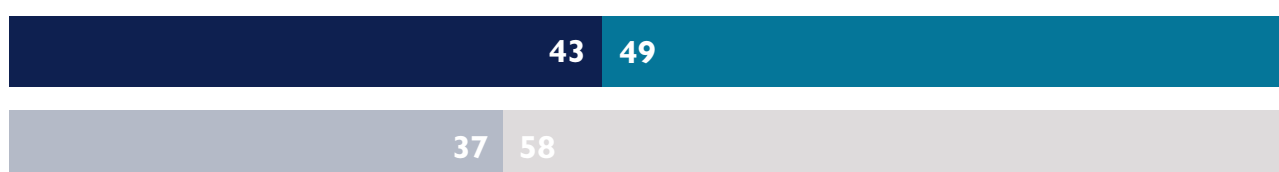
### Upper middle



### 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 significant positive gender pay gap for our core staff.

Our figures also include the pay rates for external tutors (137 of them this year). These are academic staff (at a variety of levels of seniority) who are engaged to meet the particular needs of our (changing) current student community, to supply teaching in specialist areas which each student wishes to study. 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 can 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. Although these were outweighed overall by the positive gap caused by the core staff factors outlined above, this was a significant contributor to the narrowing of our overall gaps.

This year we have seen an increase in representation of women at the higher rates of pay, but more significantly also a decrease in the number of women in the lowest pay quartile. This decrease was all due to the gender of those working in temporary or short-term positions at the time the data for this report was recorded. Therefore, we should again expect to see variation in future.

Overall, the mean gender pay gap this year has narrowed from 16.4% to **11.7%**. This reflects a higher overall mean hourly rate of pay for women, which increased by **10%** on 2018 level (as against increase in mean male hourly rate of pay by just 4%). On our median measure, the same factors in shifting balance of gender representation at each quartile has meant

that the rate of pay for the median woman increased by **19%**, compared to an increase of just 2% for the median man. This led to an overall narrowing of the median gap from 19.6% last year to **6.1%** this year.

While Pembroke's Governing Body remains 75% male overall, the College has **three of five** senior College Officeholders who are female: the Master, the Academic Director and the Strategic Development Director.

## ACTIONS TAKEN

As part of the preparation of this report, action has been taken to once again check that there is no pay disparity between genders where employees are carrying out the same jobs. More than that, 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 we have varied job titles in advertisements to ensure that we are not being off-putting to one gender or the other. The College continues to invest in the training and development of female members of staff, including providing access to management training courses, and in the past year was pleased to be able to promote a female member of staff to the post of College Accountant when that vacancy became available.

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.