

GENDER PAY GAP REPORT 2018

Published March 2019

INTRODUCTION



*Dame Lynne J Brindley,
Master
Pembroke College Oxford*

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 second year, in line with the requirements of The Equality Act 2010, I confirm that these are accurate. This report includes some analysis of these statistics, and information about efforts which the College is making to address the gap which still exists.

GENDER PAY GAP REPORTING

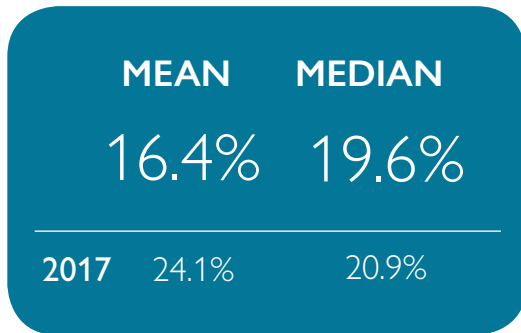
The Equality Act 2010 requires all organisations of 250 or more employees to report on their gender pay gap, as well as the proportion of the workforce who are male and female in each pay quartile. There is also a requirement to report on relative sizes of bonus payments, but as Pembroke does not pay 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 2018. On that date Pembroke had **383 employees, of whom 200 were male (52%) and 183 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 5th April 2018 was:

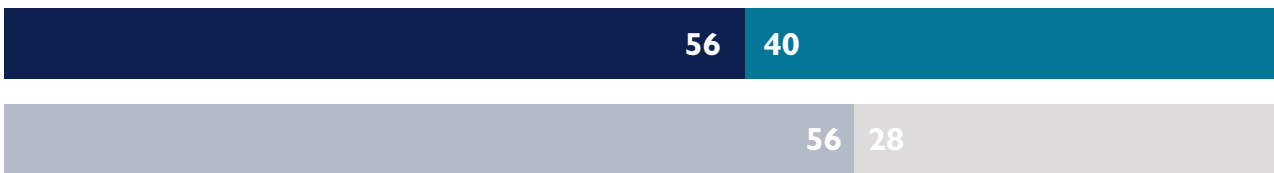


The proportion of male and female employees in the quartiles of the pay distribution was as follows:

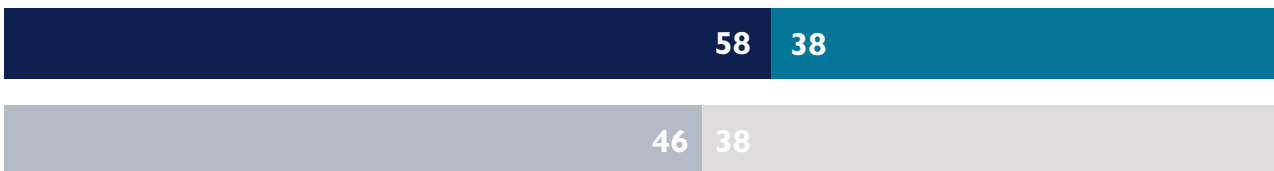
Quartile	% Male	% Female
Upper	58	42
Upper middle	60	40
Lower middle	51	49
Lower	39	61

The actual numbers of male and female employees in each of the quartiles of hourly pay rates was as follows (grey bars indicate 2017 figures):

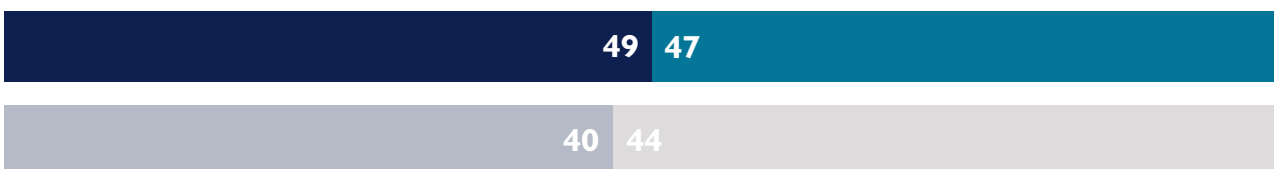
Upper quartile



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 female support staff who are paid in the lower quartile of hourly pay rates, and the relatively large number of male senior academics and officers who are paid in the upper quartile of hourly pay rates. Overall, this has not changed significantly since the 2017 analysis, which is why the median pay gap remains at a similar level to last year. However, the 2018 figures show a significant increase in the number of women in the upper quartile of hourly pay rates (due to having more senior academic staff in this category than before), which has led to a noticeable drop in the mean pay gap figure. It should be noted that the distribution of such senior academics (both male and female) is expected to vary from year to year as they are not, in most cases, permanent members of staff.

While Pembroke's Governing Body remains 74% male overall, the College now has a female Master, a female Academic Director, and a female Strategic Development Director – so for the first time ever, three of the five permanent College Officer postholders are female.

ACTIONS TAKEN

In summer 2018 the Governing Body formed a working group to consider in more detail the facts and implications of the College's gender pay gap. This group found that while there is parity of pay for academics at various levels of their career, the College also has a lot of domestic and support roles which are in very small numbers, and in many cases difficult to compare, as well as some which have become gender segregated over the years,

e.g. preponderance of female "scouts" (housekeeping staff) has now replaced what 50 years ago would have been a largely male role at the lower end of the hourly pay rate scale. At Pembroke all types of jobs (academic, domestic and support roles) have under-representation of women at the top of their hourly pay rates.

As a result of this work, the College determined to take the following actions:

- Carefully consider the implication of job titles and descriptions on the applicant pool which they attract to ensure that recruitment is genuinely open – for instance, advertising Lodge Receptionist posts rather than for Porters
- Make efforts to identify individuals in the current staff team with transferrable skills who could be considered for higher paid roles as vacancies become available – this may include facilitating job swaps and trials as appropriate
- Continue to identify individuals who can benefit from training and development opportunities to progress their career and pay prospects, and invest in them to achieve this – retaining talented and committed staff is an important goal for the College

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.