EXETER COLLEGE

GENDER PAY GAP
REPORT 2020

Published March 2021
Introduction to Exeter College

Exeter College is a constituent college of the University of Oxford. The College, the fourth oldest at the University, was founded in 1314 to teach the undergraduate degree to students drawn from the Diocese of Exeter in Devon and Cornwall. Today Exeter is home to a diverse community of fellows and students from across the world. The College is multi-disciplinary and admits both undergraduate and graduate students, studying for a wide range of degrees within the University of Oxford.

The College has a fundamental commitment to equality and diversity. This is reflected in the gender mix of the student base, and, largely, in the academic and non-academic staff mix. However, the nature of certain non-academic roles in the College (and the demographic of individuals undertaking those roles) does affect the statistical analysis in this report, the detail of which is dealt with further on.

Exeter has four main staff groups that are covered by this report:

- Academic staff
- Non-academic staff
- Casual staff
- ‘Out-tutors’ (i.e. ad hoc teaching provided by graduate students, or staff at other colleges/ departments/ institutions)

In total, these staff groups represented 250 or more individuals on the ‘snapshot date’ for this report (i.e. 5 April 2020).

Many of our academic and non-academic staff are paid according to nationally defined pay scales.

Casual staff and out-tutors work on an ad hoc basis, and so not all of these individuals will necessarily have worked (and therefore been paid) in a payroll that spans 5 April 2020.

Declaration

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

Rick Trainor
15 March 2021
Prof Sir Rick Trainor
Rector, Exeter College
What is gender pay gap reporting?

From 2017 onwards, any UK organisation employing 250 or more employees is required to publicly report on its gender pay gap in six different ways:

- the mean and median gender pay gaps;
- the mean and median gender bonus gaps;
- the proportion of males and females who received bonuses; and
- the number of males and females in each ‘quartile’, when the results are divided into four groups ordered from lowest to highest pay.

The gender pay gap shows the difference in the average earnings between all males and females in an organisation. It is not the same as equal pay. Whilst equal pay deals with the differences in the actual earnings between men and women who carry out the same jobs, similar jobs or work of equal value, the gender pay gap is used to show the differences in the average pay between males and females.

Some useful definitions

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

A full-pay relevant employee is one who was employed by the College on the snapshot date, and who was receiving “full pay” during the pay period that covered that date. Where a member of staff was being paid less than their usual rate of pay (i.e. e.g. due to maternity leave paid at statutory rates, sickness absence paid at statutory rates, etc) then they were not classed as being a “full-pay relevant employee” for the purposes of this report.
Our gender pay gap data

Exeter College considers itself to be a ‘voluntary sector’ organisation for the purposes of gender pay reporting. Accordingly, we collected our data on 5 April 2020, when our ‘full-pay relevant employee’ workforce consisted of 138 women and 138 men.

Mean Gender Pay Gap

The mean hourly rate for all male full-pay relevant employees was £17.16 per hour, compared with £13.69 per hour for female full-pay relevant employees. This means that our mean gender pay gap is 20.2%.

Median Gender Pay Gap

The median hourly rate for all male full-pay relevant employees was £12.57 per hour, compared with £9.30 per hour for female full-pay relevant employees. This means that our median gender pay gap is 26.0%.

Bonus payments

The College does not make bonus payments, and so there is no mean bonus gender pay gap or median bonus pay gap. Similarly, there is no calculation to make with regard to the proportion of males and females who were paid a bonus.

The proportion of males and females in each quartile band
Additional information

The composition of the Exeter College workforce can be further divided into teaching and non-teaching staff. It is particularly useful to make this distinction because the two types of staff work under considerably different terms and conditions.

Having made this distinction, the mean (12.0%) percentage for teaching staff is significantly better than the gender pay gap percentages for the College as a whole, although the median gap (28.5%) is slightly higher than for the College as a whole. Part of the reason for the median gap appears to be the composition of the “out-tutor” sub-cohort in April 2020, and the type of teaching that they gave (i.e. often in large group sizes). This will vary from year to year, sometimes considerably, according to the precise topics that our students require teaching for in a particular year; it is, however, largely outside of the College’s control.

The bar chart below shows the number of males and females in each quartile on 5 April 2020.
When looking at the percentages for non-teaching staff, both the mean (24.9%) and the median (29.2%) are higher than the College data as a whole.

As in previous years, one reason for the mean and median gaps being higher than those for the College as a whole is the significant proportion of cleaners and catering staff who are paid at the Living Wage Foundation rate, and who are mainly women (80% in April 2020). For example, these employees comprise 70% of the first two quartiles of this sub-section of staff, as can be seen by the bar chart below, and this is the main reason for the high median gender pay gap.

The main reason for the large mean gender pay gap is the gender balance of the highest paid staff contained within the top quartile of the dataset, which includes senior officers and administrative staff within the organisation. There is only one employee in each of the key professional (non-teaching) positions within the College, and this results in the data being highly sensitive to just one or two changes in the very senior roles.
Conclusion

As in previous years, the data shows that there is both a mean gender pay gap and a median gender pay gap. However, when considering this data as a whole it is important to note the data reflects matters that are partly or wholly outside of the College’s control. For example:

a. as above, the College has a large number of lower-skilled roles (e.g. cleaners, food-service staff, etc), and these roles are traditionally part-time, lower-paid, and are predominantly filled by female workers. Whilst the College always seeks to appoint the best candidate to each role - regardless of the individual’s gender - the fact that there is a greater proportion of women in the lower pay quartiles compared with the upper pay quartiles continues to have an impact on our gender pay gap.

b. the College has a number of its academic staff who are ‘joint appointments’ with the University of Oxford. Whilst these staff are appointed to the same pay scale (i.e. they are, between the two employers, paid the same for doing the same job), some of these staff work a greater percentage of their hours for the College, and some work a greater percentage of their hours for the University. The appointment of individuals to a particular post is only partly within the College’s control, as the University is a co-stakeholder and decision-maker for these appointments.

All of these staff will receive the same Housing Allowance from the College, regardless of how many hours they work for the College. Those that work fewer hours for the College will, therefore, have a proportionately higher hourly rate of pay under these gender pay reporting calculations; often these staff are working in subjects that traditionally have a higher proportion of males working in them (e.g. Engineering, Maths, Physics, etc). This skews the College’s data.

c. as noted above, the composition of the “out-tutor” sub-cohort, and the type of teaching that they give, will vary from year to year - sometimes considerably - according to the precise topics that our students require teaching for in a particular year. This is almost wholly outside of the College’s control, but it can nonetheless have a significant impact on the data that we report in a particular year.

The Governing Body of Exeter College continues to scrutinise the data that it is now publishing, to investigate the underlying causes of the gender pay gap that the data has identified, and to bring forward proposals that are likely to reduce the College’s gender pay gap.

It is perhaps also worth placing results within a broader context. According to the Annual Survey of Hours and Earnings (ASHE), which is based on a 1% sample of jobs taken from the HMRC PAYE records, the following gender pay gaps were reported for the Education sector as a whole1, and across all sectors in the UK:

<table>
<thead>
<tr>
<th>Year</th>
<th>All sectors</th>
<th>Education</th>
<th>Exeter College</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Mean gender pay gap</td>
<td>Median gender pay gap</td>
<td>Mean gender pay gap</td>
</tr>
<tr>
<td>2020</td>
<td>14.6%</td>
<td>15.5%</td>
<td>17.1%</td>
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<tr>
<td>2019</td>
<td>16.3%</td>
<td>17.4%</td>
<td>17.0%</td>
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<table>
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<th>Year</th>
<th>Column 1</th>
<th>Column 2</th>
<th>Column 3</th>
<th>Column 4</th>
<th>Column 5</th>
<th>Column 6</th>
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<tbody>
<tr>
<td>2018</td>
<td>17.1%</td>
<td>17.9%</td>
<td>17.3%</td>
<td>25.9%</td>
<td>18.5%</td>
<td>21.7%</td>
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<tr>
<td>2017</td>
<td>17.4%</td>
<td>18.4%</td>
<td>18.3%</td>
<td>26.4%</td>
<td>16.7%</td>
<td>20.3%</td>
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<tr>
<td>2016</td>
<td>17.5%</td>
<td>18.2%</td>
<td>17.7%</td>
<td>27.1%</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>2015</td>
<td>17.7%</td>
<td>19.3%</td>
<td>17.2%</td>
<td>25.3%</td>
<td>-</td>
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