

EXETER COLLEGE

GENDER PAY GAP

REPORT 2023

Published March 2024

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, diversity and inclusion. This is reflected in the gender mix of the student base, and, largely, in the academic and professional and support staff mix. However, the nature of certain professional and support staff 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
- Professional and support 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 2023).

Many of our academic and professional/ support 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 2023.

Declaration

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



Prof Sir Rick Trainor

Rector, Exeter College

Executive summary

The key items to note are:

- a. we have seen a reduction in both the mean and median pay gaps, compared with the previous year, which is encouraging;
- b. over the last six years, there has been a significant downward trend (i.e. a narrowing of the gap) for the median pay gap. In part, this is due to the College proactively implementing significant increases to the hourly rates of pay for those staff who are in the lower quartile (many of whom are female), and it is therefore encouraging to see the positive effect of this investment; and
- c. both our mean and median pay gaps are lower than those for the 'education' section as a whole. Our median pay gap is also significantly lower than the 'all sector' median gap. We therefore compare favourably with these external benchmarks.

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 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 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.

When defining 'men' and 'women', it is important for employers to be sensitive to how an employee identifies in terms of their gender. The regulations do not define the terms 'men' and 'women', and as such we rely on information provided by employees about how they identify in terms of their gender. In cases where the employee does not self-identify as either gender, an employer may omit the individual from the gender pay gap calculations.

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 2023, when our ‘full-pay relevant employee’ workforce consisted of 163 women and 152 men.

Mean Gender Pay Gap

The mean hourly pay for all male full-pay relevant employees was £19.52 per hour, compared with £16.76 per hour for female full-pay relevant employees. This means that our mean gender pay gap is 14.2%.

| | Women’s earnings are: |
|-------------------------------------|-----------------------|
| Mean gender pay gap | 14.2% lower |
| Median gender pay gap | 5.7% lower |
| Difference in mean bonus payments | N/A |
| Difference in median bonus payments | N/A |

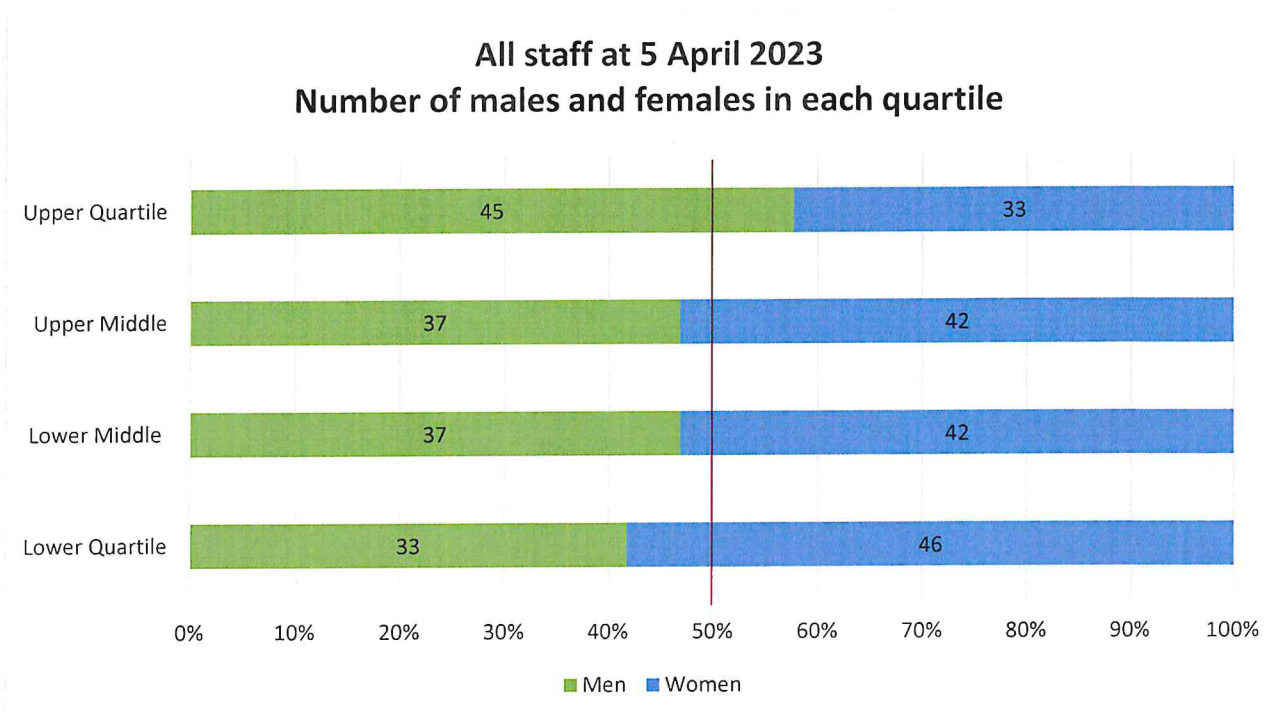
Median Gender Pay Gap

The median hourly pay for all male full-pay relevant employees was £14.71 per hour, compared with £13.87 per hour for female full-pay relevant employees. This means that our median gender pay gap is 5.7%.

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

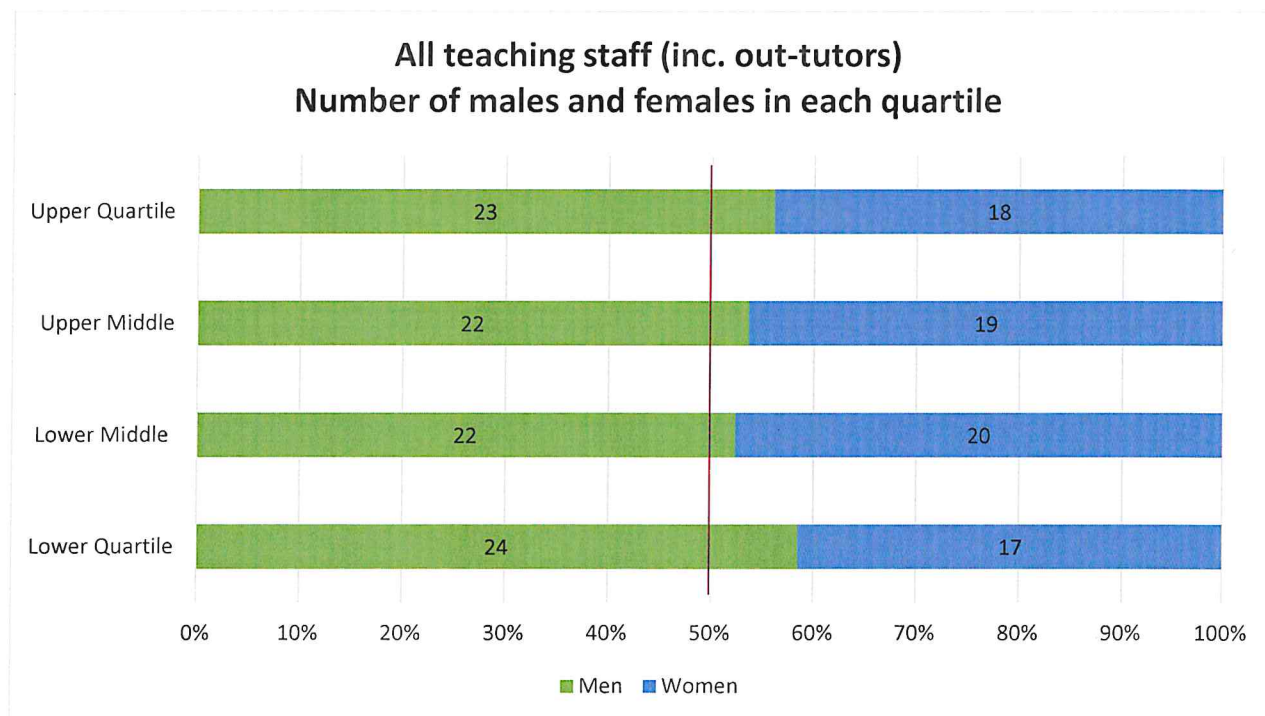


Additional information

The composition of the Exeter College workforce can be further divided into teaching staff and professional/support 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 gender pay gap (7.3%) for all **teaching staff** is significantly better than the gender pay gap for the College as a whole, and the median gender pay gap (-3.3%) is also considerably better than for the College as a whole.

The bar chart below shows the number of males and females in each quartile on 5 April 2023.



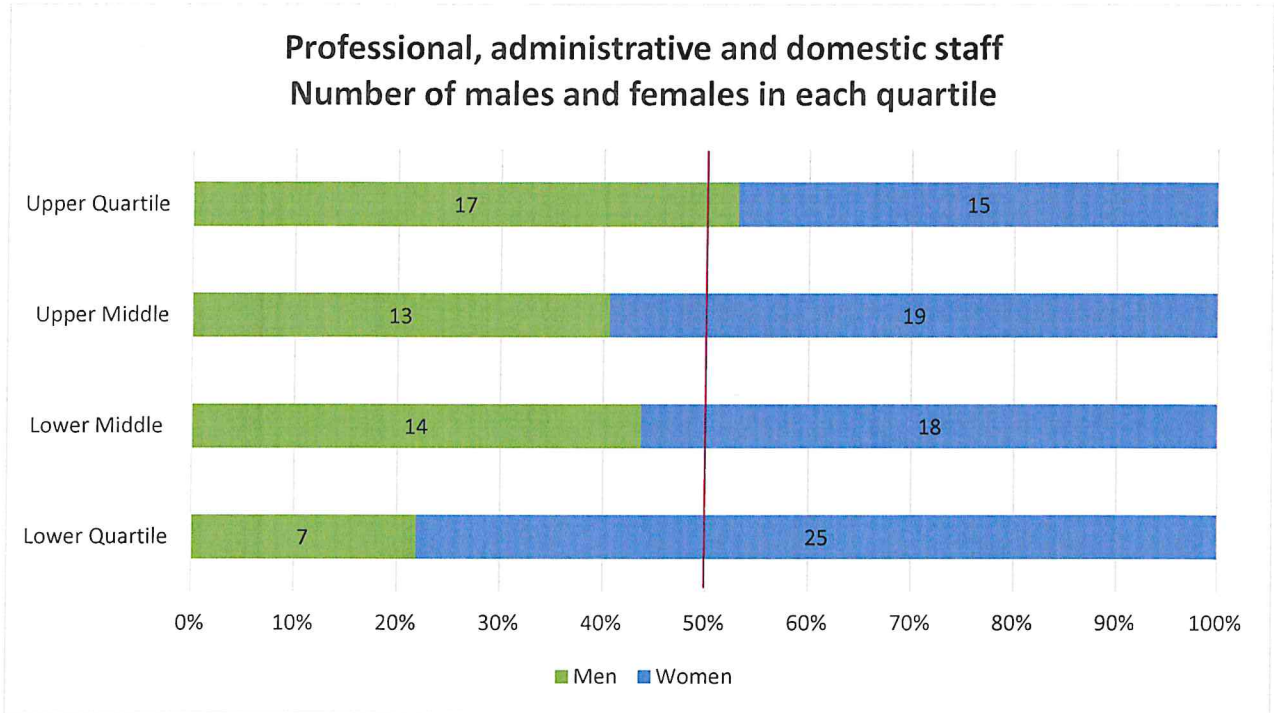
When looking at the percentages for **professional and support staff** (not including casual staff), the mean pay gap (21.1%) and the median (8.9%) are higher than the College data as a whole. The mean pay gap for this staff group is slightly higher than last year, but the median pay gap is lower than last year.

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 or around the Living Wage Foundation rate. This sub-group comprise just under 70% of the first two quartiles of our non-teaching staff (as can be seen by the bar chart below), and of these 77% were female in April 2023. This is one of the reasons contributing to the higher median gender pay gap.

One of the reasons for the higher mean gender pay gap is the gender balance of the highest paid staff, which includes senior officers and administrative staff within the organisation. There is typically 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.

For example, 80% of the ten highest-paying professional and support staff roles in April 2023 happened to be held by men.

However, within the Upper quartile (i.e. the highest paying quartile), the overall gender split is approximately even.



Conclusion

The data show that the College continues to have both a mean gender pay gap and a median gender pay gap. However, in both cases the gaps are **lower** than in the previous year (including a significant drop in the median pay gap, which is now at its lowest recorded level).

When considering the data as a whole it is also important to note the impact of a number of 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. as in previous years, the College has a significant 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 proportionately higher hourly 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. within our teaching staff, we have a sub-cohort of "out-tutors". Both the number of out-tutors, 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 review the data, to investigate the underlying causes of any gender pay gap that has been identified, and to bring forward proposals that may reduce the College's gender pay gap.

It is perhaps also worth placing results within a broader context. According to the Office of National Statistics, the following gender pay gaps were reported for the Education sector as a whole¹, and across all sectors in the UK:

¹ Source: Office of National Statistics website (Table 16.12, SIC07 Industry) : <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>

| | All sectors | | Education | | Exeter College | |
|------|---------------------|-----------------------|---------------------|-----------------------|---------------------|-----------------------|
| Year | Mean gender pay gap | Median gender pay gap | Mean gender pay gap | Median gender pay gap | Mean gender pay gap | Median gender pay gap |
| 2023 | 13.2% | 14.3% | 14.6% | 21.3% | 14.2% | 5.7% |
| 2022 | 13.9% | 14.9% | 16.1% | 22.2% | 17.0% | 14.0% |
| 2021 | 14.9% | 15.4% | 17.6% | 25.4% | 16.0% | 9.0% |
| 2020 | 14.6% | 15.5% | 17.1% | 24.6% | 20.2% | 26.0% |
| 2019 | 16.3% | 17.4% | 17.0% | 25.4% | 15.0% | 23.4% |
| 2018 | 17.1% | 17.9% | 17.3% | 25.9% | 18.5% | 21.7% |
| 2017 | 17.4% | 18.4% | 18.3% | 26.4% | 16.7% | 20.3% |