

Somerville College



Gender Pay Gap Report 2018

Somerville College, Woodstock Road, Oxford, OX2 6HD

Registered Charity No: 1139440

Somerville College Gender Pay Gap Report 2018

This report contains the statutory disclosure of the gender pay gap for Somerville College for 2018. The College also discloses additional information voluntarily in relation to its gender pay gap.

Definition of Gender Pay Gap

The Gender Pay Gap shows the difference between the average hourly rate of pay between men and women. Because hourly rates are compared, the number of hours worked does not influence the result. The difference is expressed as a percentage, and a positive pay gap e.g. 15% means that the average hourly rate of pay for men is 15% higher than for women. A negative figure e.g. -15% would mean that women are paid a higher average hourly rate.

This is not the same as Equal Pay. Equal pay is concerned with the rate of pay between men and women who carry out equal jobs or work of equal value. It is unlawful to pay people unequally because they are male or female. Somerville College is confident that our pay policy complies with Equal Pay legislation and that our staff are paid equally for doing equivalent jobs.

Scope of the report

The data used to calculate the Gender Pay Gap figures was taken from a snapshot of all of those who were on the College's payroll for the pay period which covered the 5th April 2018. This includes permanent and fixed-term employees, and casual workers. The data does not include overtime pay or non-cash benefits. As of 5th April 2018 the College had 213 relevant full-pay employees.

Mean and Median

The Gender Pay Gap reporting regulations require data to be analysed using both the mean and the median.

The mean hourly rate of pay is the overall average, and is calculated by adding up all the hourly rates of pay and dividing by the number of people in the whole group. The mean can be skewed by very high or very low salaries.

The median hourly rate of pay is calculated by listing all the hourly rates from the lowest to the highest, and then finding the one which falls exactly in the middle. The median is commonly used in analysing salaries because it shows the middle-most salary and is unaffected by extremely high or low outliers.

Declaration

I confirm that the data published in this report is accurate.



Baroness Royall of Blaisdon, Principal.

1. Mean Gender Pay Gap

The mean hourly rate of pay for our male employees is £19.75. The mean hourly rate of pay for our female employees is £17.74.

The mean gender pay gap therefore equates to 10.2% (the gap in 2017 was 22.0%).

2. Median Gender Pay Gap

The median hourly rate of pay for our male employees is £16.32; for female employees it is £13.30.

The median gender pay gap therefore equates to 18.5% (the gap in 2017 was 22.9%).

3. Mean Gender Bonus Pay Gap

The mean gender bonus pay gap is -26.5%.

4. Median Gender Bonus Pay Gap

The median gender bonus pay gap was -75.0%.

5. The proportion of men and women receiving a bonus

7.5% of male employees received a bonus; 11.7% of female employees received a bonus.

6. The proportion of males and females in quartile pay bands

Quartile	Men	Women	Number in Quartile	% Male	% Female
Lower (0-25%)	16	37	53	30.2%	69.8%
Lower middle (26-50%)	24	30	54	44.4%	55.6%
Upper middle (51-75%)	28	25	53	52.8%	47.2%
Upper (76-100%)	25	28	53	47.2%	52.8%
Total number of staff	93	120	213	43.7%	56.3%

The gender pay gap isn't because Somerville College pays men more than women in equivalent roles – it is because women are over-represented in the lowest paid roles, and under-represented in the highest paid roles. The action plan described in our Equality Report shows how we are looking to address these points.