

Somerville College  
**Gender Pay Gap Report**  
2017

Somerville College, Woodstock Road, Oxford, OX2 6HD

Registered Charity no. 1139440

## Somerville College Gender Pay Gap Report 2017

This Report contains the statutory disclosure of the gender pay gap for Somerville College for 2017. The College also discloses additional information voluntarily in relation to its gender pay.

### Definition of Gender Pay Gap

The Gender Pay Gap shows the difference between the average rate of pay between men and women. This difference is expressed as a percentage and a positive pay gap of 10% would mean that the average hourly rate of pay for females working in an organisation is lower than that for men. A negative pay gap figure would mean that the average hourly rate of pay for females is higher than that for men.

*This is different from Equal Pay.* Equal Pay concerns the difference between the rate of pay between men and women who carry out the same jobs, similar jobs, or work of equal value. It is unlawful to pay people unequally because they are a man or woman. Somerville College is confident that its pay policy complies with Equal Pay legislation and that its staff are paid equally for doing equivalent jobs.

### Scope of the Report

The data used to calculate the Gender Pay Gap was taken from a snapshot of all those who were on the College's payroll as at 31 March 2017. This includes permanent and fixed term employees, and casual workers. The data does not include overtime pay, termination payments, or non-cash benefits. As at 31 March 2017 the College employed 251 relevant 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 in a list 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.

### Declaration

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

A handwritten signature in black ink, consisting of a large, stylized 'B' followed by a horizontal line extending to the right.

Baroness Royall of Blaisdon, Principal

## Somerville College Statutory Gender Pay Gap Disclosure 2017

### 1. Mean Gender Pay Gap

The mean hourly rate of pay for our male employees is £21.65. The mean hourly rate of pay for our female employees is £16.88.

The mean gender pay gap therefore equates to **22.0%**.

### 2. Median Gender Pay Gap

The median hourly rate of pay for our male employees is £13.90. The median hourly rate of pay for our female employees is £10.71.

The median gender pay gap therefore equates to **22.9%**.

### 3. The Mean Bonus Gender Pay Gap

The College does not make bonus payments.

### 4. The Median Bonus Gender Pay Gap

The College does not make bonus payments.

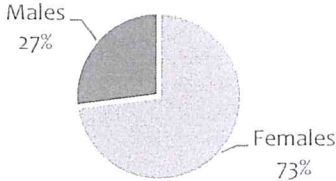
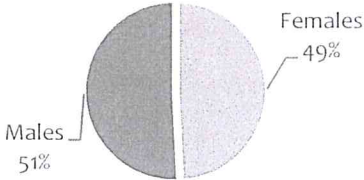
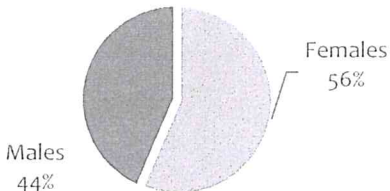
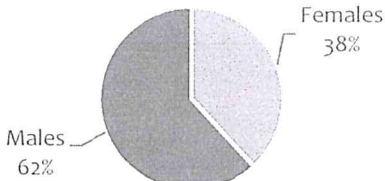
### 5. The proportion of men and women receiving a bonus payment

The College does not make bonus payments.

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

Quartile	Men	Women	Number in quartile	% Male	% Female
Lower (0%-25%)	17	46	63	27%	73%
Lower middle (25%-50%)	32	31	63	51%	49%
Upper middle (50%-75%)	27	35	62	44%	56%
Upper (75%-100%)	39	24	63	62%	38%
Total number of staff	115	136	251	46%	54%

## Additional Gender Pay Gap Information 2017

7. Gender Pay Gap by Quartile	Mean Pay Gap	Median Pay Gap
<p>Lower (0%-25%)</p>  <p>Males 27% Females 73%</p>	(-0.7%)	0.00%
<p>Lower Middle (25%-50%)</p>  <p>Males 51% Females 49%</p>	6.4%	10.7%
<p>Upper Middle (50%-75%)</p>  <p>Males 44% Females 56%</p>	(-0.5%)	0.0%
<p>Upper (75%-100%)</p>  <p>Males 62% Females 38%</p>	(-2.2%)	(-7.6%)

The gender pay gap is smaller in each of these quartiles than the overall figures for Somerville College. This isn't because Somerville pays males more than females in equivalent roles – it is because women are over-represented in the lowest paid roles, such as our Housekeeping staff, and under-represented in the highest paid roles, such as our teaching staff.