

Keble College Gender Pay Gap Report

As at April 2022



ALL EMPLOYEES 334		ACADEMIC STAFF 208		NON-ACADEMIC STAFF 126	
Mean Gender Pay Gap	12.1%	Mean Gender Pay Gap	9.4%	Mean Gender Pay Gap	3.0%
Median Gender Pay Gap	-2.7%	Median Gender Pay Gap	-2.7%	Median Gender Pay Gap	0.0%
Mean Bonus Gender Pay Gap	0.0%	Mean Bonus Gender Pay Gap	0.0%	Mean Bonus Gender Pay Gap	0.0%
Median Bonus Gender Pay Gap	0.0%	Median Bonus Gender Pay Gap	0.0%	Median Bonus Gender Pay Gap	0.0%
Proportion of males receiving bonus pay	0.0%	Proportion of males receiving bonus pay	0.0%	Proportion of males receiving bonus pay	0.0%
Proportion of females receiving bonus pay	0.0%	Proportion of females receiving bonus pay	0.0%	Proportion of females receiving bonus pay	0.0%
Distribution of male and female employees in quartile pay bands:		Distribution of male and female employees in quartile pay bands:		Distribution of male and female employees in quartile pay bands:	
Quartile	Female	Male	Quartile	Female	Male
Lower	46%	54%	Lower	35%	65%
Lower middle	36%	64%	Lower middle	38%	62%
Upper middle	48%	52%	Upper middle	40%	60%
Upper	37%	63%	Upper	35%	65%
Quartile	Female	Male	Quartile	Female	Male
Lower	56%	44%	Lower	56%	44%
Lower middle	45%	55%	Lower middle	45%	55%
Upper middle	44%	56%	Upper middle	44%	56%
Upper	55%	45%	Upper	55%	45%

For the Academic Staff group the gender pay gap position improved compared to 2021, returning towards the level of equality reached in 2020. The mean gender pay gap was 9.4% (2021: 11.6%, 2020: 0.6%, 2019: 14.0%) and the median was -2.7% (2021: 14.3%, 2020: -3.6%, 2019: 0.3%). The main reason for the increase in gender pay gap last year (2021) was an increase in the proportion of higher paid male casual academic staff year on year that caused a significant increase in the mean male pay level. This had not been the result of any deliberate decisions taken by the College and the effect reduced in 2022. The imbalance in the number of full-time permanent academic staff on joint appointments (University and College) was unchanged in the year with 69% male (2021: 69%) and 31% female (2020: 31%). Among part-time employees and academics paid as out-of-college tutors the balance was slightly better and improved year on year with females representing 40% (2021: 38%) of this group. The College's published objective under the Public Sector Equality Duty is to support the University's stated objective in increasing the number of women in senior roles, including associate professorships.

The non-academic staff group was much closer to gender equality in pay, consistent with previous years. The mean pay gap was 3.0% (2021: 3.7%) and the median was 0.0% (2021: 3.0%). Non-academic staff did not receive any bonus payments in the year of this review and the bonus scheme has since been permanently discontinued. Bonus payments were last made in August 2020 relating to the part year of operation of the conference business before COVID forced closure of the commercial business.

Combining the data for all employees is of limited value as the academic and non-academic groups are so different. There were 208 academic staff in total (2021: 221), consisting of 68 permanent employees (2021: 62) and 140 other members of the University who were employed to teach particular courses as required (2021: 159). Of the 208 total staff, 77 were female and 131 male. There was a total of 126 non-academic staff (2021: 131), consisting of 109 permanent employees (2021: 103) and 17 who were employed on a casual basis to meet fluctuating accommodation and catering needs (2021: 28). Of the 126 total staff, 63 were female and 63 male. The mean pay gap between academic and non-academic staff (calculated as the academic mean minus the non-academic mean, expressed as a percentage of the academic mean) was 36%. The median pay gap was 28%. The mean gender pay gap for all employees was 12.1% (2021: 15.5%, 2020: 6.2%, 2019: 13.5%) because of the higher proportion of male academic staff.