

Keble College Gender Pay Gap Report

As at April 2024



ALL EMPLOYEES 409			ACADEMIC STAFF 233			NON-ACADEMIC STAFF 176		
Mean Gender Pay Gap	13.6%		Mean Gender Pay Gap	13.5%		Mean Gender Pay Gap	0.1%	
Median Gender Pay Gap	12.2%		Median Gender Pay Gap	4.7%		Median Gender Pay Gap	2.7%	
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%	
pay bands:			pay bands:			bands:		
Quartile	Female	Male	Quartile	Female	Male	Quartile	Female	Male
Lower	56%	44%	Lower	43%	57%	Lower	68%	32%
Lower middle	44%	56%	Lower middle	47%	53%	Lower middle	52%	48%
Upper middle	37%	63%	Upper middle	29%	71%	Upper middle	41%	59%
Upper	45%	55%	Upper	36%	64%	Upper	55%	45%

The gender pay gap is the percentage difference of average pay between men and women. This is different to equal pay, which compares the pay of men and women doing the same job. The gap is calculated in two ways: the mean average and the median average.

For our Academic Staff group the gender pay gap position worsened in 2024 to 13.5% from 7.6% in 2023 and 9.4% in 2022. The median was 4.7% (2023: 3.2%, 2022: -2.7%).

69% male (2023: 68%) (2022: 69%) and 31% female (2023: 32%) (2022: 31%). Among part-time employees and academics paid as out-of-college tutors, females represented 42% (2023: 36%) of this group.

The non-academic staff group remains close to gender equality at a mean of 0.1% (2023: 4.2%). The median was 2.7% against 0% the previous year.

Female non-academic staff occupy 55% of the highest paid jobs and 68% of the lowest paid jobs.

The historical Conference Bonus has been phased out; the final payment featured in the last Pay Gap report. No amount constituting a bonus was paid in this reporting period.

Combining the data for all employees is of limited value as the academic and non-academic groups are so different. There were 233 academic staff in total (2023: 234), There was a total of 176 non-academic staff (2023: 158), consisting of 130 permanent employees (2023: 100) and 46 who were employed on a casual basis to meet fluctuating accommodation and catering needs (2023: 58).

Please note that a gender pay gap reflects the gender composition of different job roles within the College. While there are no pay differentials for staff performing the same role, pay does vary between roles as does the gender distribution across these roles. The gender pay gap reporting here does not therefore imply any departure from the principle of equal pay.