



Worcester College, Oxford

Gender Pay Gap Report 2020

Background

Regulations introduced in 2017 require public, private and voluntary sector organisations, with 250 or more employees on a specified 'snapshot date' relevant to their sector, to report annually on their gender pay gap. Employers must publish the gap in pay between men and women on both a mean basis (comparing average hourly salaries) and a median basis (pay per hour based on the man 'in the middle' of the distribution of pay, compared to the woman 'in the middle').

The Equality and Human Rights Commission (EHRC) has announced that enforcement of gender pay gap reporting will be put back until 5 October 2021 in response to the continued effects of the pandemic on organisations.

Hourly earnings are used because they take account of the fact that men are proportionally more likely than women to work full-time. Nationally, at ages 16–21 men's jobs are split almost equally between full-time (51.2%) and part-time (49.8%), but, between the ages of 30–39 and 40–49 more than 90% of men's jobs are full-time (91.3%). For women only 61.1% (ages 30–39) and 57.6% (ages 40–49) hold full-time jobs.

Worcester College Snapshot Data

Hourly Rate

The table below shows the gender pay gap at Worcester College in 2020 compared with the last reportable data in 2018.

	Mean	Median
Gender Pay Gap 2020	13.34%	1.63%
Gender Pay Gap 2018*	5.4%	0.5%

*2019 data submission does not apply due to Covid-19.

When comparing median hourly wages, women's hourly wage is 1.63% lower than men's. This means that for every £1 a man earns at the College, a woman will earn 98p.

Pay Quartiles

Employers are required to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay and showing the proportion of men and women in each group.

The table below shows the percentage of men and women in each quarter of Worcester College's payroll.

Pay Quartile	Description	Men	Women
Top Quartile	Includes all employees whose standard hourly rate places them above the upper quartile	59%	41%
Upper Middle Quartile	Includes all employees whose standard hourly rate places them	50%	50%

	above the median but at or below the upper quartile		
Lower Middle Quartile	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	42%	58%
Lower Quartile	Includes all employees whose standard hourly rate places them at or below the lower quartile	64%	36%

Women thereby occupy 41% of the highest paid jobs at the College, whilst 64% of men occupy the lowest paid jobs.

The table below illustrates the change in the distribution of men and women in each pay quartile since 2018.

Pay Quartile	Women - 2018	Men - 2018
Upper Quartile	43%	57%
Upper Middle Quartile	44%	56%
Lower Middle Quartile	45%	55%
Lower Quartile	43%	57%

In recent years, the lower end of the payscale has been increasing due to changes in the Living Wage. Scouts, a predominantly female workforce, have historically occupied the lower pay quartile but the increase in wages at the bottom of the payscales has moved them into the lower middle pay quartile. Because of the assumption of working hours per contact hour for Outside Tuition, the hourly rate for this group of staff appears low in comparison. The College does not believe it reflects the reality and the Senior Tutor is subsequently questioning this.

The top pay quartile includes Fellows who are paid on the University Lecturer (UL) and College University Fellow (CUF) payscale. The calculation for the gender pay gap includes housing allowance and by adding this to UL and CUF pay rates, the hourly rates are disproportionate. A significant number of ULs occupy science subjects with very few women occupying these positions in College.

Of note, in 2017 Governing Body made a formal commitment to building a more socially and culturally diverse academic community. As part of that diversity strategy, the College has been actively seeking excellent candidates from groups that are under-represented on the College's academic staff: black and minority ethnic candidates, and women of all ethnicities. This commitment has resulted in the appointment of more women; largely recruited at the bottom of the payscale and replacing senior male Fellows upon retirement thereby creating a change in the pay quartiles.

Bonus Pay

The College is also required to report on bonus pay, demonstrated by the table below.

Men	Women
0%	0%

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