

2019 Gender pay gap report

Introduction

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations each year showing how large the pay gap is between their male and female employees.

The gender pay gap differs from the issue of equal pay. Equal pay deals with the pay differences between men and women who carry out work of equal value (and St John's College is confident that men and women are paid equally for doing equivalent jobs and that it does not have an equal pay issue). The gender pay gap is different and shows the differences in the average pay between men and women and reflects issues of representation rather than of equal pay.

The figures provided in this statement are based on hourly rates of pay as at 5 April 2019 and bonuses paid in the twelve month period up to 5 April 2019.

Gender pay gap figures for hourly rate of pay

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female members of staff receive.

The **mean pay gap** is the difference between average hourly earnings of men and women. The **median pay gap** is the difference between the midpoints of the ranges of hourly earnings of men and women (i.e. all salaries in the sample are lined up in order from lowest to highest, and the median is the middle salary).

These figures are set out in the table below:

Hourly rate of pay	Mean	Median
Women's hourly rate of pay is	1.9% higher	6.8% higher

The table below shows the proportion of men and women in each quartile when we order hourly rate of pay from highest to lowest and group into four equal quartiles.

Pay Quartile	Quartile	Men	Women
How many men and women are in each quarter of the employer's payroll	Top quartile (highest paid)	29.6%	70.4%
	Upper middle quartile	47.0%	53.0%
	Lower middle quartile	47.8%	52.2%
	Lower quartile (lowest paid)	40.9%	59.1%

Gender pay gap figures for bonus payments

The College has a conference bonus scheme for staff in customer facing roles and an additional scheme to reward exceptional contribution. These together represented only 0.2% of the College's overall payroll costs.

The table below shows the gender pay gap for bonuses as well as the proportion of male and female staff receiving a bonus.

Bonus pay		
	Mean	Median
Women's bonus pay is	22.4% lower	11.5% lower
Proportion who received bonus pay	34.5% of men	18.8% of women

In relation to the proportion who received a bonus, the conference bonus is weighted towards male staff as overall there are more men than women in the three departments that receive the bonus.

Why we have a bonus gender pay gap and how we can address this

The mean and median pay gap figures show a modest change on last year's figures with women's pay being 1.9% higher on a mean basis as compared to 0.3% lower last year and 6.8% higher on a median basis as compared to 4.8% higher last year.

The College does however have, as indicated by the data set out in this statement, a more material gender pay gap in relation to bonus pay, though bonus payments represent a very low proportion of overall pay.

The College has reviewed and will continue to review the gender pay gap in the context of gender equality issues. The College aims to recruit from the widest possible talent pool, provide unconscious bias and diversity training, and offer flexible working options. In 2017 the College established a Working Group on Gender Equality and in 2018 established an Equality, Diversity and Inclusivity Committee, with oversight of matters pertaining to equality, inclusivity and diversity within the College.