



2017 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. 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 2017 and bonuses paid in the twelve month period up to 5 April 2017.

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	5.9% lower	2.9% lower

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	38.9%	61.1%
	Upper middle quartile	50.5%	49.5%
	Lower middle quartile	40.4%	59.6%
	Lower quartile	43.1%	56.9%

Gender pay gap figures for bonus payments

The College has a conference bonus scheme for staff in customer facing roles in the Porters, Catering and Housekeeping departments. This is the College's only bonus scheme and represents 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	14.7% lower	3.2% higher
Proportion who received bonus pay	37.2% of men	19.1% of women

The mean figure shows a pay gap of 14.7%. However, the median shows that women's bonus pay is 3.2% higher. The 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 gender pay gap and how we can address this

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 College does however have, as indicated by the data set out in this statement, a gender pay gap. The College has taken, and will take, a number of steps to reduce the gender pay gap and address gender equality issues. The College aims to recruit from the widest possible talent pool, provide unconscious bias and diversity training, offer flexible working options, and in 2017 established a Working Group on Gender Equality.

I confirm the gender pay gap data in this report is accurate and has been produced in accordance with the regulations.



Chris Ewbank
Senior Bursar