



Brasenose College, Oxford

Gender Pay Gap

Snapshot at 5th April 2017, published April 2018

Introduction

Brasenose College has a significant gender pay gap. The average hourly rate for men is over 28% higher than the average hourly rate for women. This is because the academics are paid more than non-academics, and the College has more men than women in the most senior academic posts. The College is very concerned about this and is taking active steps to increase the number of female academics, particularly among the Tutorial Fellows who are the most senior academics employed by the College. It is anticipated that significant change in the balance of senior academics will take some time, as only one or two Fellowship vacancies occur in a year.

The College has a small gender pay gap on bonuses, of 2%. Nearly all the bonuses are paid as a flat rate Christmas bonus of £400 to non-academic staff.

Brasenose College Gender Pay Gap at snapshot date of 5th April 2017

The College has published the following data for its snapshot date of 5th April, 2017, in line with the new government guidelines.

Mean Gender Pay Gap :	28.74%
Median Gender Pay Gap :	10.04%

Quartile	No of Women	No of Men	No in Band	% Women	% Men
Lower	44	27	71	62%	38%
Lower Middle	32	39	71	45%	55%
Upper Middle	30	41	71	42%	58%
Upper	22	51	73	30%	70%
TOTAL	128	158	286	45%	55%

Bonuses:

The Mean Bonus Gender Pay Gap	1.8%
The Median Bonus Gender Pay Gap	0.0%
The proportion of Males receiving a bonus payment	36%
The proportion of Females receiving a bonus payment	35%

Commentary

Brasenose College welcomes the requirement on all large employers to publish the gender pay gap information. Public information helps to focus organisations on issues of inequality.

The College has recognised for some years that it has a significant gender imbalance and that its gender pay gap is unusually high. This is primarily because the Tutorial Fellows in the College are predominantly male. The Tutorial Fellows have the highest hourly pay rate for the purposes of the gender pay gap calculations.

Nearly all the lowest paid roles in college are non-academic posts, typically in the domestic departments such as Housekeeping and Catering. Nearly two thirds of this lowest paid quartile are women.

All workers	No of Women	No of Men	Total	% Women	% Men	Gender pay gap - Mean	Gender pay gap - median
Academic posts	42	84	126	33%	67%	16.7%	0.1%
Non-academic posts	86	74	160	54%	46%	8.9%	6.9%
TOTAL	128	158	286	45%	55%	28.7%	10.0%

The gender pay gap for academic staff reflects the preponderance of male Tutorial Fellows. Within the 32 Tutorial Fellows the mean gender pay gap is 1.0% and the median gap is -14.6%, as the median rate for female Tutorial Fellows is higher than for men. Within the other 95 academic posts the mean gender pay gap is 4.4% and the median is 0.01%.

Analysis of Academic posts	No of Women	No of Men	Total	% Women	% Men	Gender pay gap - Mean	Gender pay gap - median
Tutorial Fellows	2	29	31	6%	94%	1.0%	-14.6%
Other academic posts	40	55	95	42%	58%	4.4%	0.0%
TOTAL	42	84	126	33%	67%	16.7%	0.1%

Actions

In 2015 the College set up a Diversity Working Group to examine its processes, in particular in recruitment and retention. The College was concerned about the low number of female senior academics, and the imbalance increased when two Tutorial Fellows were promoted to prestigious posts in the University, which meant they were no longer employed by Brasenose. The Diversity Working Group has made a number of recommendations to help attract female candidates to academic posts, to improve selection processes and increase awareness of unintentional bias.

Tutorial Fellows are employed jointly with the central University and the College continues to work with the University to increase awareness of the possibility of gender bias in recruitment processes and of the need to be proactive in attracting a representatively diverse pool of applicants, and to provide training to selectors.

The College remains committed to keeping all its processes under review, to identifying and to removing gender bias in these processes and to seeking every opportunity to support women to apply for senior roles (including headhunting). The College also has a programme that provides unconscious bias training designed to improve the awareness of senior staff involved in recruitment processes.

The College has significantly improved its remuneration of part-time and fixed-term academics, a significant number of whom are female.

The College is also seeking to improve the gender balance in its governance structures, within the Governing Body and the wider Fellowship.

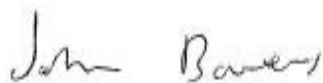
	Women	Men	Total
Governing Body Fellows¹			
Tutorial Fellows	2	29	31
Principal/Officers	0	3	3
Professorial Fellows	2	2	4
Supernumerary Fellows elected to Governing Body	5	0	5
Other Fellows			
Supernumerary Fellows not elected to Governing Body	3	7	10
Senior Research Fellows	2	2	4
Junior Research Fellows	8	4	12

¹ The College's Statutes stipulate that all Tutorial, Professorial and Official Fellows must be members of Governing Body. Membership of Governing Body is discretionary for Supernumerary and Research Fellows.

Changes in the gender balance of Professorial Fellows, Research Fellows and Supernumerary Fellows will not generally impact the College's gender pay gap, as they are mostly paid by the University and not the College.

It is important to note the difference between the gender pay gap and the issue of equal pay. We are confident that men and women are paid equally for doing work of equal value across the College.

I confirm that the information above is accurate



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John Bowers QC
Principal
Brasenose College

If you have any questions regarding the Gender Pay Gap please contact the College on pgg@bnc.ox.ac.uk