

Brasenose College, Oxford
Gender Pay Gap
Snapshot at 5th April 2018, to be published April 2019

Introduction

Brasenose College has a significant gender pay gap, as men are on average paid more than women. The College is required to report its gender pay gap each year, and is now reporting the situation in April 2018. At this point, the College's mean gender pay gap had increased slightly compared to the previous year. The median pay gap is slightly lower than last year.

The College has a significant pay gap 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 continues to take active steps to increase the number of female academics, particularly among the most senior positions in 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 each year.

The College has a small gender pay gap on bonuses, of 0.9%. Nearly all the bonuses are paid as a flat rate Christmas bonus of £400 to non-academic staff. 41% of women received a bonus, and 26% of men.

Brasenose College Gender Pay Gap at snapshot date of 5th April 2018

The College has published the following data for its snapshot date of 5th April 2018, calculated in line with government guidelines.

	2018	2017
Mean Gender Pay Gap	29.5%	28.7%
Median Gender Pay Gap	8.6%	10.0%

2018 Quartiles

Quartile	No of Men	No of Women	No in Band	% Men	% Women
Lower	22	32	54	41%	59%
Lower Middle	59	42	101⁽¹⁾	58%	42%
Upper Middle	40	38	78	51%	49%
Upper	56	22	78	72%	28%
TOTAL	177	134	311	57%	43%

- 1) The quartiles are not exactly the same size, as the guidance specifies that people on the same hourly rate must be put into the same quartile band. The College has 58 employees on the edge of the lower and the lower middle bands.

2017 Quartiles

Quartile	No of Men	No of Women	No in Band	% Men	% Women
Lower	27	44	71	38%	62%
Lower Middle	39	32	71	55%	65%
Upper Middle	41	30	71	58%	42%
Upper	51	22	73	70%	30%
TOTAL	158	128	286	55%	45%

Bonuses:

	2018	2017
The Mean Bonus Gender Pay Gap	0.9%	1.8%
The Median Bonus Gender Pay Gap	0.0%	0.0%
The proportion of Males receiving a bonus payment	26%	36%
The proportion of Females receiving a bonus payment	41%	35%

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. 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. The College is continuing to work through the recommendations, and has now established a permanent Equality and Diversity Committee to oversee this programme of work, and monitor its effectiveness.

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. Changes in the gender balance of Professorial Fellows, Research Fellows and Supernumerary Fellows are important but 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.

Philip Parker

Bursar

April 2019