



EXETER COLLEGE GENDER PAY GAP REPORT 2017

REQUIREMENTS

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory information every year showing the pay gap between male and female employees.

As part of these obligations, Exeter College is required to use data from a snapshot report in order to calculate any gap. In addition, the College is also required to publish this information on its website by 31st March 2018 and to maintain this data on its website for three years to show that progress is being made in narrowing any gap identified.

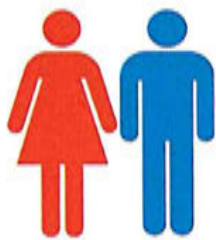
RESULTS

The College's gender pay data is based on calculations dated 31st March 2017; as at this date 39.3% of our workforce were male and 60.7% were female.

Gender Pay Gap

The mean and median gender pay gap is based on an hourly rate calculated in accordance with the regulations. Our results are outlined below;

Mean hourly rates



£13.66 £14.86

The Mean Gender Pay Gap is the difference between the average hourly pay of male and female members of staff. The College's Mean Gender Pay Gap is **7.3%**.

Median hourly rates



£14.98 £16.43

The Median Gender Pay Gap is the difference between the mid-point hourly pay of male and female members of staff. The College's Median Gender Pay Gap is **8.8%**.

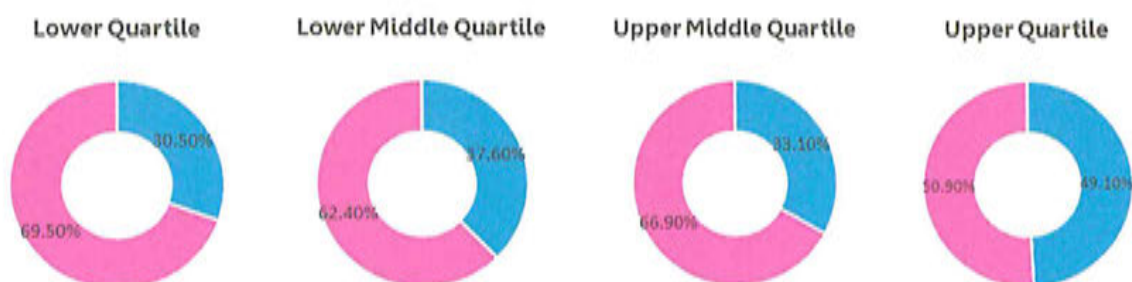
Gender Bonus Pay Gap

- The College's Mean Bonus Pay Gap is 34.4%
- The College's Median Bonus Pay Gap is 56.3%

	Women	Men
Proportion of staff receiving a bonus	5.87%	3.52%

Pay Quartiles

The charts below illustrate the gender distribution across the College in four equally sized quartiles. Each quartile contains approximately 280 staff.



WHY DOES EXETER COLLEGE HAVE A GENDER PAY GAP?

Exeter College has a clear policy of paying staff equally for the same or equivalent work, regardless of their sex (or any other characteristic). Within our approach to pay, we:

- operate clear pay scales that establish particular salaries for particular roles based on the level of responsibility
- assess job roles and grades as necessary to ensure a fair pay system
- benchmark salary levels against sector norms for different types of roles
- only use market forces supplements where the market dictates the need to do so to facilitate recruitment of professionally skilled staff

Exeter College is therefore confident that its gender pay gap does not derive from paying men and women differently for the same or equivalent work. Instead, the pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely to be in senior roles while women are more likely to be in front-line roles that traditionally attract lower salaries. Women are also more likely to have had breaks from work that may have affected their career progression, for example to bring up children. They are also more likely to work part time and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

Our results indicate that we employ more women than men and that this is reflected across every quartile. Analysis of our gender pay gap therefore shows that it is largely driven by the fact that we have significantly more women than men working in the lower two

quartiles. These roles include Support Workers, Enablers, Nursery Nurses and Administration Assistants and make up a significant proportion of our workforce.

When looking at our gender pay bonus gap, it is clear that only a very small proportion of our workforce receive a bonus. Analysis shows that the gap is predominantly driven by the fact that any bonus is paid pro-rata based on the number of hours worked. As a result, those working part time, of whom the majority are women, have received a lower bonus when compared to full time staff, the majority of which are men.

HOW DO WE COMPARE?

The vast majority of organisations have a gender pay gap and this is reflected in the Office for *National Statistics (ONS) Annual Survey of Hours and Earnings: 2017 provisional and 2016 revised* which indicates that the national median pay gap for the whole economy is 18.4% and the mean is 17.4%.

Furthermore, this survey also breaks these figures down further and identifies the following averages for the Public Sector and Education as a whole.

Public Sector: 19.4% median 17.7% mean
Education: 26.4% median 18.3% mean

Our median gender pay gap is 8.8% and our mean gender pay gap is 7.3% and therefore, our gender pay gap is significantly lower than the national average, the Public and Education sectors.

Unfortunately, very little benchmarking data on bonuses is available currently.

ADDRESSING THE GAP

While Exeter College's gender pay gap compares favourably with that of other organisations, we are committed to doing everything that we can to reduce the gap.

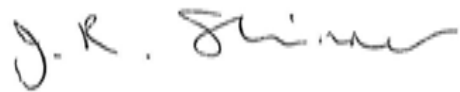
We recognise that we cannot control the career choices that individuals make in terms of their careers and job applications which might make our scope to affect change limited in some areas but we can take further action to help reduce the gap.

To date, Exeter College has taken a number of steps to promote gender diversity in all areas of its workforce and these include:

- Having 'family friendly' policies and procedures in place which encourage both male and female staff to discuss flexible working options subject to the needs of the business
- Offering part time working options to female staff returning from maternity leave where feasible within the College Leadership Team
- Removing the lowest two College pay points
- Continue to support and invest in the professional development of our staff including supporting them to achieve teaching qualifications to help them with career progression
- Continue to raise young people's awareness of the different career opportunities available within sectors perceived as traditionally male through our school partnerships and events such as 'Women in Construction'

None of these initiatives on their own will remove the gender pay gap and we recognise that purposeful change will take time and therefore, some of these short term measures will only be effective in the longer term. In the meantime, Exeter College is committed to reporting on an annual basis what it is doing to reduce the gender pay gap and the progress we are making.

I, Julie Skinner, Vice Principal – Standards and Student Experience confirm that the information in this statement is accurate.

A handwritten signature in black ink that reads "J. R. Skinner". The signature is written in a cursive style with a large initial "J" and "R".

March 2018