

EXETER COLLEGE GENDER PAY GAP REPORT 2022

REQUIREMENTS

The 2017 Gender pay reporting legislation requires employers with 250 or more employees to publish statutory information annually 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 each year.

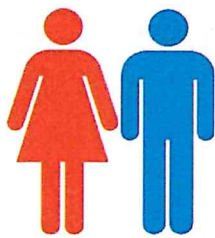
RESULTS

The College's gender pay data is based on calculations dated 31st March 2022; as at this date 40% of our workforce were male and 60% 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



£15.40 £16.99

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 **9.4%**.

Median hourly rates



£15.82 £17.34

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

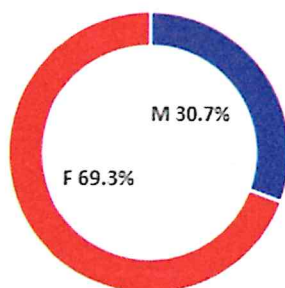
- The College's Mean Bonus Pay Gap is **-13.5%**
- The College's Median Bonus Pay Gap is **-18%**

	Women	Men
Proportion of staff receiving a bonus	2%	1%

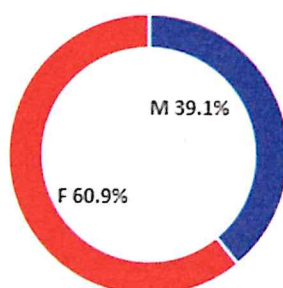
Pay Quartiles

The charts below illustrate the gender distribution across the College in four equally sized quartiles. Each quartile contains 274 staff.

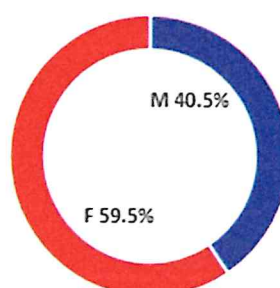
Lower Quartile



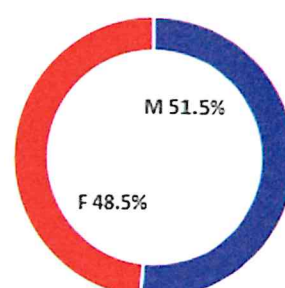
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



COMPARISON TO 2021 RESULTS

	2021	2022
Mean	11.5%	9.4%
Median	8.8%	8.8%
Bonus Mean	-1.5%	-13.5%
Bonus Median	31.7%	-18%
Lower Quartile	76%F 24% M	69.3%F 30.7% M
Lower Middle Quartile	63% F 37% M	60.9% F 39.1% M
Upper Middle Quartile	61.5% F 38.5% M	59.5% F 40.5% M
Upper Quartile	50% F 50% M	48.5% F 51.5% M

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 and skills
- assess job roles and grades as necessary to ensure a fair pay system

- benchmark salary levels against sector and local market conditions 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 care for children. They are also more likely to work part-time and many of the jobs available across the UK on a part-time basis may be relatively low paid.

Our results indicate that we employ significantly more women than men and that this is reflected across three of the four quartiles. Analysis of our gender pay gap therefore highlights that it is largely driven by the fact that we have considerably more women than men working in the lower quartiles. These roles include Apprentices, Learning Assistants, Nursery Nurses and Administration Assistants and make up a significant proportion of our workforce.

Why has our mean gender pay gap decreased and our median gender pay gap remained the same this year?

The most significant reason for the 2.1% decrease in our mean gender pay gap this year is that the percentage of men in the lower quartile has increased by 6.7%. Analysis indicates that this is largely due to the presence of Haven Banks Outdoor Education Seasonal Instructors in the lower quartile, the majority of which are male. These staff did not undertake this type of work in the previous year due to COVID-19 restrictions in place at the time and therefore, were not included in last year's lower quartile. Secondly, there has been a 17% increase in the percentage of part time male staff and a 40% increase in the number of male staff participating in salary sacrifice schemes as compared to last year. Additionally, there has also been a 12% increase in the number of female staff in posts which attract additional payments such as market forces supplements or honorariums.

In terms of the median gender pay gap remaining the same, although there has been a 2% decrease in the number of women that we employ overall, we continue to employ significantly more women than men. Further analysis indicates that the 6.7% increase in men in the lower quartile is counteracted by a 2% increase in the number of male staff in the upper middle quartile and a 1.5% increase in the upper quartile. These changes continue to reflect the presence of market forces supplements which the College implements due to shortages of staff in key industries/specialist areas. Although there has been an increase in the number of women receiving additional payments, which can be partly attributed to the use of market forces supplements in Digital and Data and Leadership and Management, a significant proportion of posts that attract these enhanced market forces payments continue to be held by male staff, these include, civil engineering, plumbing, IT and brick. Although the number of women in the upper quartile has decreased very slightly on last year, the percentage still remains high at 48.5%. These factors combined have resulted in the median remaining the same.

Gender pay bonus gap

When analysing our gender pay bonus gaps, it is important to note that unlike the previous year there was no all staff bonus. Accordingly, only a small number of staff in relevant posts received an additional performance related pay (PRP) bonus (based on a percentage of their annual salary and dependent upon achievement of their annual targets). The main two

categories of staff that the bonus scheme was applicable to were the College Advice Team and the Training and Recruitment Advisor Team, of which the vast majority are female. The large decrease in mean and median gender pay bonus gaps, both now negative, reflect the payment of these PRP bonuses and in particular, that 71.4% of the bonuses paid by the College in the period were paid to women. Additionally, all but one of the top 30% highest bonus sums were paid to female staff.

HOW DO WE COMPARE?

A significant proportion of organisations have a gender pay gap and this is reflected in the Office for *National Statistics (ONS) Annual Survey of Hours and Earnings: 2022 provisional* which indicates that the National median pay gap for the whole economy is 14.9% and the mean is 13.9%.

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: 15.9% median 13.6% mean
Education: 22.2% median 16.1% mean

Our median gender pay gap is 8.8% and our mean gender pay gap is 9.4% and therefore, our gender pay gaps are significantly lower than all the National, Public and Education sector averages.

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.

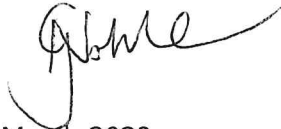
We recognise that we cannot control the choices that individuals make in terms of their careers and job applications which might make our scope to affect change limited in some areas but we can take further action to help reduce the gap.

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 where feasible to female staff returning from maternity leave across the College and within the College Leadership Team
- Removing the lowest pay point in the College
- Reviewing the majority of lower paid Business support administration roles, resulting in the uplifting of pay grades for a significant number of these
- Further increasing the number of Curriculum Area Manager roles in Faculties thus expanding the promotional opportunities available for teaching and learning staff
- Adding the College's PRP bonus scheme to an additional team's role, therefore further increasing opportunities for higher pay in another largely female team
- Looking at new initiatives to help recruit staff including, employing more apprentices
- Continuing to support and invest in the professional development of our staff including assistance to achieve teaching qualifications to help individuals with career progression
- Undertaking a review to establish whether there was any gender bias in our standard advert wording
- Continuing to raise young people's awareness of the different career opportunities available within sectors often perceived as traditionally more male such as 'Women in Law'

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 try to reduce the gender pay gap.

I, Gemma Noble, Executive Director of People and Organisational Development confirm that the information in this statement is accurate.



March 2023