

EXETER COLLEGE GENDER PAY GAP REPORT 2024

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.

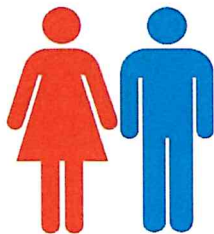
RESULTS

The College's gender pay data is based on calculations dated 31st March 2024; as at this date 38% of our workforce were male and 62% 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



£17.30 £19.05

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 **9.2%**.

Median hourly rates



£17.87 £19.02

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 **6.1%**.

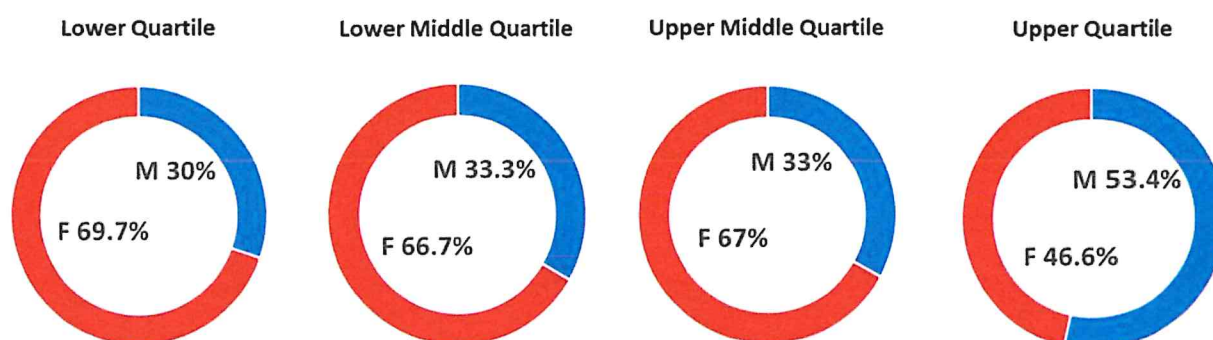
Gender Bonus Pay Gap

- The College's Mean Bonus Pay Gap is **-8%**
- The College's Median Bonus Pay Gap is **-18.4%**

	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 290 or 291 staff.



COMPARISON TO 2023 RESULTS

	2023	2024
Mean	9.1%	9.2%
Median	6.1%	6.1%
Bonus Mean	0.9%	-8%
Bonus Median	-21.4%	-18.4%
Lower Quartile	70.6% F 29.4% M	69.7% F 30.3% M
Lower Middle Quartile	62.8% F 37.2% M	66.7% F 33.3% M
Upper Middle Quartile	63.8% F 36.2% M	67% F 33% M
Upper Quartile	48.6% F 51.4% M	46.6% F 53.4% 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 and review these payments on an annual basis

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.

Analysis of our 2024 data indicates that we continue to employ significantly more women than men (an increase of 1% on last year) and that this is reflected across all but the upper quartile. There are also significantly more part time female staff than male part time staff and overall, we have considerably more women than men in the lower quartile. These roles include Apprentices, Learning Assistants and Administration roles and make up a significant proportion of our workforce.

Why has our mean gender pay gap increased by 0.1% and our median gender pay gap remained the same?

The mean gender pay gap has seen a very slight increase from 9.1% in 2023 to 9.2% in 2024, while the median gender pay gap has remained unchanged at 6.1%. This minimal shift can largely be attributed to structural changes in the workforce and minor variations in pay deductions rather than significant changes in pay distribution between genders. The overall increase in female employees, combined with an increase in males in the lower quartile (0.9%), has slightly impacted the overall average pay figures. At the same time, the decrease in males within the middle two quartiles (3.9% in the lower middle and 3.2% in the upper middle) has been counteracted by a 2% increase in males in the upper quartile. This increase in the upper quartile reflects a small increase in the number of males in managerial positions and the presence of market forces supplements which the College implements due to shortages of staff in technical/specialist areas. Although an increasing number of women receive these market forces payments, a substantial proportion of posts that attract these enhanced payments continue to be held by male staff, including, civil engineering, plumbing, IT and brick. The combination of these changes has led to only a very marginal increase in the mean gender pay gap.

In terms of other contributing factors, further analysis indicates there has been an increase in salary sacrifice scheme deductions such as Cycle and Home and Technology, particularly among female staff. Overall, there was a 56% increase in these deductions for females, compared to a 29% increase for males. Additionally, while both male and female employees saw an increase in part-time roles, this did not significantly impact the median pay gap as the distribution of pay levels remained largely consistent. The small decrease in females at the highest teaching point on the pay scale and the corresponding increase in the number of female Curriculum Area Managers have likely contributed to maintaining the median gap at the same level.

Gender pay bonus gap

Only three teams at the College were eligible to receive an additional performance related pay (PRP) bonus in 2024 (based upon a percentage of their annual salary and dependent upon achievement of annual targets). Analysis indicates that the mean gender pay bonus gap has shifted notably between 2023 and 2024. In 2023, the mean gender pay bonus gap was 0.9%, indicating near parity in average bonus payments between genders. However, in 2024, this has reversed to -8%, meaning that, on average, females are receiving higher bonus payments than their male counterparts. This shift aligns with the fact that 93% of the highest bonus payments were awarded to females at the College. The median gender pay bonus gap has also seen a shift, increasing from -21.4% in 2023 to -18.4% in 2024, while still remaining significantly in favour of female employees. This can be attributed to changes in the composition of bonus recipients across different teams. Notably, there has been a small decrease in the number of full-time females receiving a bonus, whereas the number of full-time male recipients has increased very slightly. In one team, the female bonus recipients have shifted from being exclusively full-time in 2023 to a mixture of full-time and part-time in 2024. These structural changes in bonus distribution contribute to the overall trend of a narrowing, but still positive, gender pay bonus gap in favour of female employees.

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: 2024 provisional* which indicates that the National median pay gap for the whole economy is 13.1% and the mean is 13.8%.

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

Public Sector: 13.5% median 12.9% mean
Education: 17.2% median 12.5% mean
South West: 13.7% median 12.6% mean

Our median gender pay gap is 6.1% and our mean gender pay gap is 9.2% and therefore, both remain significantly lower than the National, Regional and 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:

- Removing the lowest pay point in the College
- Extending all the business support pay bands from EC3 to EC7 by an additional spine point
- Further increasing the number of Curriculum Area Manager (CAM) roles in Faculties, thus expanding the promotional opportunities available for teaching and learning staff looking to move into a management position

- Increasing our Staff Development spend to allow us to invest more money in the professional development of our staff to support them to undertake qualifications, Bootcamps or attend specialist training courses to enhance their knowledge and skills
- Funding the costs of teaching and assessing qualifications for staff and provision of remission to support their studies
- Running a series of in-person and online Line Managers training sessions to build confidence and enhance skills including sessions on feedback, appraisals and recruitment and selection
- Launching our second Aspiring leaders in FE programme to equip staff not currently in leadership roles with the knowledge and skills to become an exceptional leader in FE
- Piloting a Menopause Staff Group and running staff support sessions during Staff Development Days facilitated by an external expert
- Having 'family friendly' policies and procedures in place which encourage both male and female staff to utilise flexible working options subject to the needs of the business
- Offering part-time working options where feasible to female staff returning from maternity and adoption leave across the College and within the College Leadership Team
- Refining our recruitment processes to include contacting applicants before they have submitted an application, increasing both participation in job fairs and use of social media for advertising as well as hosting targeted recruitment/in-house drop in events
- Utilising Department for Education funding to recruit staff from industry into hard to fill roles
- Continuing to raise young people's awareness of the different career opportunities available within sectors often perceived as traditionally more male, including hosting events such as, 'Women in Engineering' and '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 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 2025