



CHURCHILL COLLEGE 2018 GENDER PAY GAP REPORT

Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations each year showing the pay gap between male and female employees. The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures are based on data as at 5 April 2018.

It is important to note that gender pay gap is not the same as equal pay. The College pays equal pay to employees for equal work across the whole workforce.

The gender pay gap results, when split into academic and non-academic staff, show that the College does not have a gender pay gap issue. However, the College continues to actively support and encourage women to apply for senior positions at Churchill College.

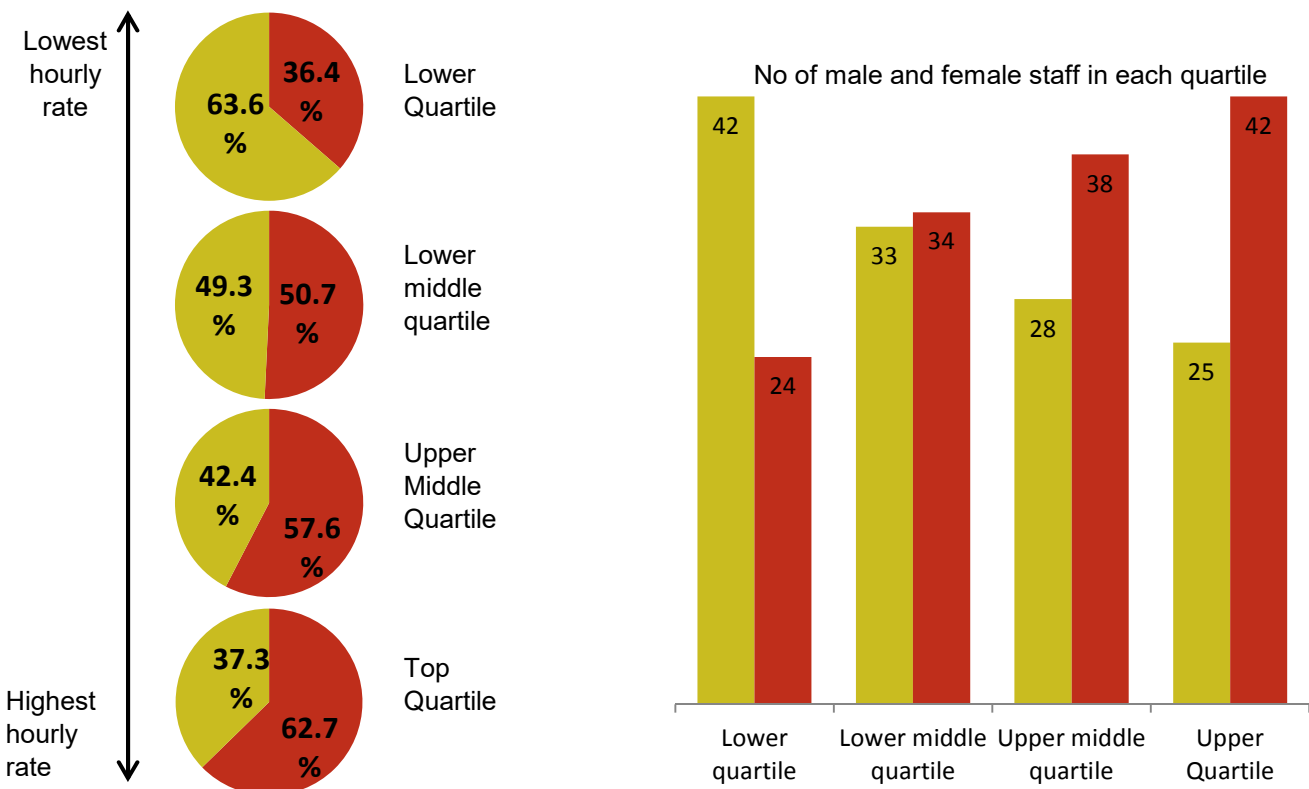
Dame Athene Donald
Master

HEADLINE GENDER PAY GAP FIGURES

ALL STAFF

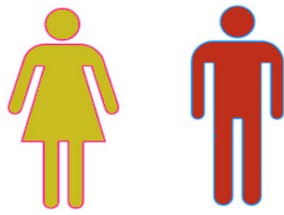


The gender pay gap is not as a result of people being paid differently for the same job. It occurs because of the distribution of the genders within the workforce, as shown below.

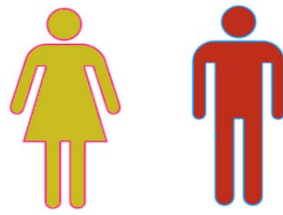


ALL STAFF

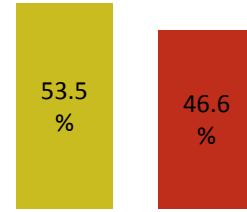
The gender pay gap for bonus payments is:



Mean bonus pay gap 11.2%



Median bonus pay gap 11.8%



% of females and males receiving a bonus

All non-academic staff received a fixed small bonus payment, which is reduced pro-rata for part-time workers. 137 employees received a bonus. The bonus gender pay gap reflects the fact that more women than men take advantage of the opportunity to work on a part-time basis.

UNDERSTANDING THE GENDER PAY GAP FIGURES FOR CHURCHILL COLLEGE

When looking at the data for the whole workforce, there appears to be a gender pay gap ie men are paid more than women. However, the picture is very different when we look at the two main sections of the workforce, ie academic and non-academic, separately.

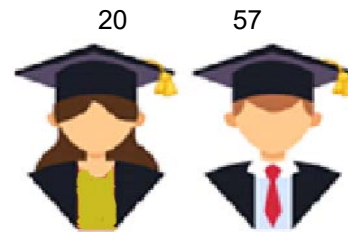
ACADEMICS



Mean gender pay gap -15.8%



Median gender pay gap -15.7%



Total employees 77

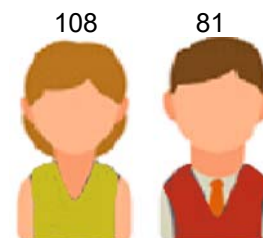
NON-ACADEMICS



Mean gender pay gap -4.4%



Median gender pay gap -1.6%



Total employees 189

It is apparent when looking at the two different sections of the workforce that the gender pay gap is actually in favour of women in all of the four calculations.

The reason for this apparent anomaly, when compared with the workforce as a whole, is the fact that in general the non-academic section of the workforce is lower paid with more female staff whereas the academic section as a whole is higher paid and is mostly male, linked to the College's statutory STEM focused subject base.