

For Human Resources Committee  
Wednesday, 10 November 2021

## **Gender Pay Gap Report 2020/2021**

Magdalen College Oxford is required as an employer to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Magdalen College supports the fair treatment, reward, and recognition of all staff irrespective of gender.

The College follows the University of Oxford Salary Scales for Academic and Administrative staff. The position of a particular role on the pay scales varies according to the level of responsibility for that role. This is decided before recruitment to the role begins. Each grade has a set pay range with spine points between grades. Academic and Administrative staff receive automatic increments through the pay range for their grade. Support staff are not paid on the University scale: instead, their roles are grouped into job families, and anyone performing the same role will receive the same pay regardless of gender.

The College's most senior roles in 2021 were held by majority male incumbents. In addition, the College has relatively low employee turnover in its senior positions. While longevity of service has benefits, it can be a barrier to changing the gender balance in particular areas. However, over the last 4 years the Mean Gender Pay Gap has reduced by over 10%.

Teaching and research staff take considerable time developing the experience needed for career progression. This means that it is difficult for early career academics to reach more senior positions swiftly. It is also the case that, in recruiting to academic roles the vacancies are typically in highly specialised areas, which reduces the number of suitable candidates for a vacancy.

Stipendiary Fellows of the College receive a Housing Allowance which has been included when calculating the Gender Pay Gap. Associate Professors who are on joint appointments where Magdalen is the minor employer also receive the full Housing Allowance. This has significantly increased the hourly rate for these employees. At 5 April 2021 there was a 1:4.14 ratio of women to men in Associate Professor roles at Magdalen.

## **Eradicating the Gender Pay Gap**

The College will continue to review its recruitment processes, focus on how to attract more women into the roles within the College where there is currently a preponderance of men, and ensure that all interviewers have received guidance about unconscious bias. The College will continue to ensure that at least one woman is shortlisted for interview for each senior post, and if this is not possible a justification for this will be submitted to Human Resources.

The College has in place a generous Maternity policy which all staff (Academic and non-Academic) are entitled to from day one of employment, details of which are advertised in the

further particulars for all vacancies, with the aim of attracting more applications from female candidates. In addition, the College's shared parental leave pay policy mirrors the Maternity pay policy, to encourage men to take on more responsibility for caring for children.

The College provides support for those with caring responsibilities (which still predominantly tend to fall to female employees) for both childcare and eldercare. These include a carers' leave policy and an additional annual leave (unpaid) policy. The College continues to support flexible working practices for employees where job roles allow. This year there has been a considerable take up of hybrid-home working following the pandemic which allows staff a better work life balance and which the College is fully supportive of where roles allow it. The College is still seeking to establish a dedicated College nursery as well as transitional housing for families to attract more applications from female candidates. Plans for these are under development.

The College did not pay any bonuses in the reporting year 2020-2021.

The College's Gender Pay Gap for the reporting year 2020-2021 is:

Median: -6.69%

Mean: 17.21%

Quartiles

<b>Quartile</b>	<b>No of Men</b>	<b>No of Women</b>	<b>No in Band</b>	<b>% Men</b>	<b>% Women</b>
Lower	23	29	52	44%	56%
Lower Middle	36	16	52	69%	31%
Upper Middle	18	34	52	35%	65%
Upper	36	16	52	69%	31%

For comparison the College's Gender Pay Gap figures for the previous reporting years 2017-2018, 2018-2019 and 2019-2020 can be found below.

The College did not pay any bonuses in the reporting year 2019-2020.

The College's Gender Pay Gap for the reporting year 2019-2020 is:

Median: -0.42%

Mean: 19.12%

#### Quartiles

<b>Quartile</b>	<b>No of Men</b>	<b>No of Women</b>	<b>No in Band</b>	<b>% Men</b>	<b>% Women</b>
Lower	20	31	51	39%	61%
Lower Middle	37	14	51	73%	27%
Upper Middle	21	30	51	41%	59%
Upper	36	15	51	71%	29%

The College did not pay any bonuses in the reporting year 2018-2019.

The College's Gender Pay Gap for the reporting year 2018-2019 was:

Median: 2.36%

Mean: 25.43%

#### Quartiles

<b>Quartile</b>	<b>No of Men</b>	<b>No of Women</b>	<b>No in Band</b>	<b>% Men</b>	<b>% Women</b>
Lower	18	30	48	38%	62%
Lower Middle	35	13	48	73%	27%
Upper Middle	19	29	48	40%	60%
Upper	36	12	48	75%	25%

The College did not pay any bonuses in the reporting year 2017-2018.

The College's Gender Pay Gap for the reporting year 2017-2018 was:

Median: 0%

Mean: 27.88%

#### Quartiles

<b>Quartile</b>	<b>No of Men</b>	<b>No of Women</b>	<b>No in Band</b>	<b>% Men</b>	<b>% Women</b>
Lower	18	32	50	36%	64%
Lower Middle	39	10	49	80%	20%
Upper Middle	19	31	50	38%	62%
Upper	37	12	49	76%	24%

