Somerville College

Gender Pay Gap Report 2024

Somerville College, Woodstock Road, Oxford, OX2 6HD

Registered Charity No: 1139440

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This report contains the statutory disclosure of the gender pay gap for Somerville College for 2024. The College also discloses additional information voluntarily in relation to its gender pay gap.

Definition of Gender Pay Gap

The Gender Pay Gap shows the difference in the average hourly rate of pay between men and women. Because hourly rates are compared, the number of hours worked does not influence the result. The difference is expressed as a percentage, and a positive pay gap e.g., 15% means that the average hourly rate of pay for men is 15% higher than for women. A negative figure e.g., -15% would mean that women are paid a higher average hourly rate.

This is not the same as Equal Pay. Equal pay is concerned with the rate of pay between men and women who carry out equal jobs or work of equal value. It is unlawful to pay people unequally because they are male or female. Somerville College is confident that our pay policy complies with Equal Pay legislation and that our staff are paid equally for doing equivalent jobs.

Scope of the report

The data used to calculate the Gender Pay Gap figures was taken from a snapshot of all of those who were on the College's payroll for the pay period which covered 5 April 2024. This includes permanent and fixed-term employees, and casual workers. The data does not include overtime pay or non-cash benefits. As of 5 April 2024, the College had 437 relevant full-pay employees.

Mean and Median

The Gender Pay Gap reporting regulations require data to be analysed using both the mean and the median. *The mean hourly rate of pay* is the overall average rate of pay for the group, and is calculated by adding up all the hourly rates of pay and dividing by the number of people in the whole group. The mean can be skewed by very high or very low salaries.

The median hourly rate of pay is calculated by listing all the hourly rates from the lowest to the highest, and then finding the one which falls exactly in the middle. The median is commonly used in analysing salaries because it shows the middle-most salary and is unaffected by extremely high or low outliers.

Declaration

I confirm that the data published in this report is accurate.

Baroness Royall of Blaisdon, Principal

1. Mean Gender Pay Gap

The mean hourly rate of pay for men employed by the College is £23.52.
The mean hourly rate of pay for women is £23.48.

The mean gender gay gap therefore equates to **0.16%** (the gap in 2023 was -5.7%)

2. Median Gender Pay Gap

The median hourly rate of pay for men employed by the College is £18.91.
The median hourly rate of pay for women employed by the College is £17.63.

The median gender pay gap therefore equates to **6.77%** (the gap in 2023 was 1.9%).

Simpson's Paradox

It should be noted that the data show traits of Simpson's Paradox, where common trends in two data sets can be reversed when the two populations are merged.

3. The proportion of men and women receiving a bonus

4.6% of all relevant full-pay employees received a bonus across the period. 1.5% of men received a bonus, 6.75% of women received a bonus. Only two of the bonuses paid were related to performance (both to women), with the remainder being automatically awarded for long service.

4. Mean Gender Bonus Pay Gap

The mean gender bonus pay gap is **-11.3%.** For women, this ranged from £80 to £1,100 in the year and averaged £297. For men, it ranged from £160 to £320 and averaged £267.

5. Median Gender Bonus Pay Gap

The median gender bonus pay gap is **37.5%.** This should be viewed in the context of only three bonuses being awarded to men, rather than seen as representing an underlying bias.

6. The proportion of men and women in quartile pay bands

Quartiles – all relevant full pay employees	Women	Men	Number in Quartile	% Women	% Men
Lower (0-25%)	62	54	116	53.4%	46.6%
Lower middle (26-50%)	57	46	103	55.3%	44.7%
Upper middle (51-75%)	69	50	119	58.0%	42.0%
Upper (76-100%)	49	50	99	49.5%	50.5%
Total number of staff	237	200	437	54.2%	45.8%