

Gender Pay Gap Report

The University has published its first gender pay gap report. The gender pay gap is a measure of the difference between men's and women's average earnings across the University. As an employer with more than 250 employees, the University has a legal obligation to publish statutory calculations on its pay gap every year.

The University has a median gender pay gap of 13.7%, which is lower than the national average. The mean gender pay gap is 24.5%, which is higher than the national average. The gender pay gaps identified are mainly attributable to the lack of women in senior roles in the University. There is an uneven distribution of men and women across grades, with women generally accounting for a higher percentage of staff at the lower end of the structure and a higher percentage of men in senior grades. A slightly greater proportion of women than men are employed in the upper middle pay quartile.

The University is committed to closing its gender pay gap. Promoting gender equality is a key strategic priority for the University as demonstrated by a number of initiatives including Athena SWAN, equality targets to achieve a meaningful increase in the representation of women at senior level, and the provision of comprehensive support for staff with children or other caring responsibilities (e.g. generous maternity, adoption and shared parental leave, the Returning Carers Fund, and My Family Care).

The full gender pay gap report can be found at: www.admin.ox.ac.uk/personnel/reward/jobeval/gpa/

Technicians Commitment

The University has signed on to the Technicians Commitment. Professor Stuart Mackenzie, Head of Physical and Theoretical Chemistry, is leading this initiative at the University.

The Technicians Commitment is a Science Council initiative to recognise the vital importance of technicians to research and teaching in UK Universities. This commitment is relevant to a wide range of roles across the University and is open to everyone who gives technical support to teaching and research at all levels. The commitment aims to ensure visibility, recognition, career development and sustainability for technicians working in higher education and research. Find out more at www.technicians.org.uk.

Welcome to the Trinity term round-up of updates from the University's Personnel and Related Services.

Read on to find out about Gender Pay Gap reporting, My Family Care, updates from the Equality and Diversity Unit, and more...

HR Self-Service coming soon!

HR Self-Service will give University employees access to view and change some personal details, see your contract and pay information, and view your payslips and P60s online. If you are a manager, you will also have access to limited information about your team members.

To find out more, please visit the project website at <https://projects.it.ox.ac.uk/hr-self-service-project>.



Oxford & USS

For updates and further information about the Universities Superannuation Scheme (USS) Valuation 2017, please see [here](#) on the Staff Gateway.

Termly Personnel Updates

Trans Policy and Guidance

The University's updated Transgender Policy and Guidance was relaunched in March.

The original documents were revised in the light of social change, the University's experiences of supporting students and staff who are transitioning, and in line with new guidance from several national bodies.

We are grateful to everyone who took part in the consultation, and contributed to developing the revised policy and guidance, which will help members of the collegiate University to respond supportively to our trans students, staff and visitors.

Read the revised policy and guidance here: www.admin.ox.ac.uk/eop/transgender.

Download the latest edition of the EDU's newsletter [here](#)



Mindful Employer

The University has committed to focus on mental health as a priority for our disability equality work over the next three years and recently signed the Mindful Employer Charter.

Mindful Employer (www.mindfulemployer.net) is a UK-wide initiative aimed at increasing awareness of mental health in the workplace. By signing the Charter, we are showing our willingness to work towards the principles of the Charter, and our commitment to supporting staff wellbeing.



Watch this space - as a new signatory to the Charter, we will now develop an action plan to show how we will work towards meeting the aims of the Charter.

For further information, please email caroline.moughton@admin.ox.ac.uk.

My Family Care

Many University staff combine demanding jobs with caring responsibilities – from young families, to older children, to elderly relatives, to family members with complex care needs. Whatever family means to you, My Family Care is a new University staff benefit that is here to help. Register online [here](#).

On 16 May, MFC is running the **webinar** 'Performing under Pressure: the Neuroscience of Stress Management' (see right). All registered members of MFC can join the webinar live or download to watch later.

My Family Care WORK+ FAMILY Webinars
Making work+family work

Performing Under Pressure Webinar:
The Neuroscience of Stress Management

Wednesday 16th May
at 12:30 - 13:30 pm

In this webinar, we unpack the connections between neuroscience and day-to-day stress reactions. How do we maintain top performance when under constant pressure? We share strategies for adapting the way we deal with high demand situations to keep things manageable and thrive at work and home.

Register at the Knowledge Centre on your Work+Family Space:
<http://www.myfamilycare.co.uk/oxford>

We have also received very positive feedback about the **Speak to an Expert phone line service**. Staff can have 30-minute phone calls with an MFC expert on a whole host of topics. The phone service is available to all University employees **free of charge**. Topics include:

- Childcare choices
- Eldercare challenges
- Balancing work and family

Register for My Family Care today!

myfamilycare.co.uk/oxford

To register, all you need is your SSO and employee ID number (found on your pay slip; not the number on your University card).