



Gender Pay Gap Report

Data as at 5th April 2022

Businesses with more than 250 employees, including charities, are required to publish data about their gender pay gap.

Gender Pay Gap

St Peter's *mean* Gender Pay Gap is 8.9% for this period compared to 7.9% in the previous reporting period. The *median* pay gap is 5.7% compared to -7.7% last year.

	Mean		Median	
	2021	2022	2021	2022
Gender Pay Gap	7.90%	8.9%	-7.7%	5.7%
Gender Bonus Gap	33%	-100%	0%	-100%

Our gender pay gap has increased this year. Our figures are sensitive to relatively small adjustments in the gender balance of employees because we are a small organisation. The College pays responsibility allowances to academic staff who assume additional managerial responsibilities. 13 Staff receive these allowances of which only 2 are women. Our gender balance is subject to movements in our casual workforce. During the current reporting period, College has returned to more normal activity levels following a period of relative dormancy during COVID necessitating an increase in casual staff.

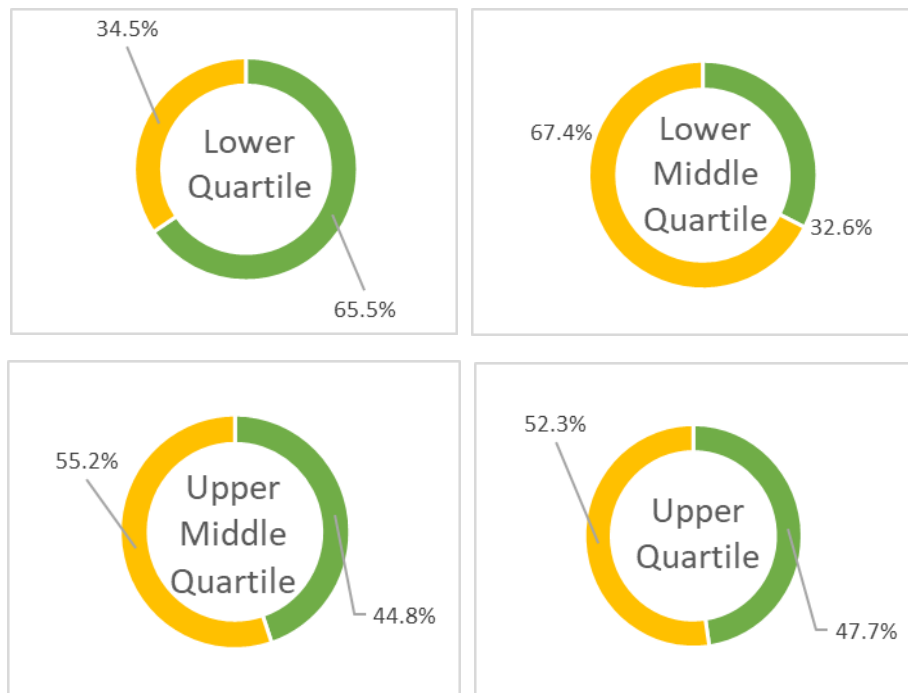
The St. Peter's College Workforce

Overall, our workforce is 44% female and 56% male (45% female and 55% male last year). The challenge we continue to face is the distribution of men and women in different roles. 95% housekeeping staff are female and 100% of kitchen staff are male (2020: 95% and 100% respectively). Our most senior salaried academics, who also hold official fellowships with the College, are 71% male (70% last year). The gender ratio for non-academic staff was 55% female and 45% male (2021: 53% female and 47% male).

Included within the workforce are casual staff employed on an *ad hoc* basis to support both the academic and domestic operations. At the reporting date there were 211 people employed on this basis (2021:148) of which 49% were women and 51% men (2021: 46% women, 54% men).

Proportion of male and female employees in each quartile

KEY MALE ■ FEMALE ■



Gender Bonus Gap

The Gender Bonus gap considered here is the period 6 April 2021 to 5 April 2022. The College in general has a policy of not paying bonuses to its staff. In the reporting period payments were made to 2 staff in recognition of outstanding performance. In this instance a female member of staff received a bonus twice the size of that awarded to a male.

Proportion of College staff receiving a bonus

KEY BONUS ■ NO BONUS ■



Declaration

I confirm that the information set out in this report as required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is accurate.

Douglas Shaw
Bursar and Trustee, November 2022