



## Gender Pay Gap Report

Data as at 5<sup>th</sup> April 2023

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 12.4% for this period compared to 8.9% in the previous reporting period. The *median* pay gap is 6.3% compared to 5.7% last year.

	Mean		Median	
	2022	2023	2022	2023
Gender Pay Gap	8.90%	12.4%	5.7%	6.3%
Gender Bonus Gap	-100%	0%	-100%	0%

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. Our gender balance is subject to movements in our casual workforce that fluctuates from year to year depending on demand from both our domestic and academic operations.

### The St. Peter's College Workforce

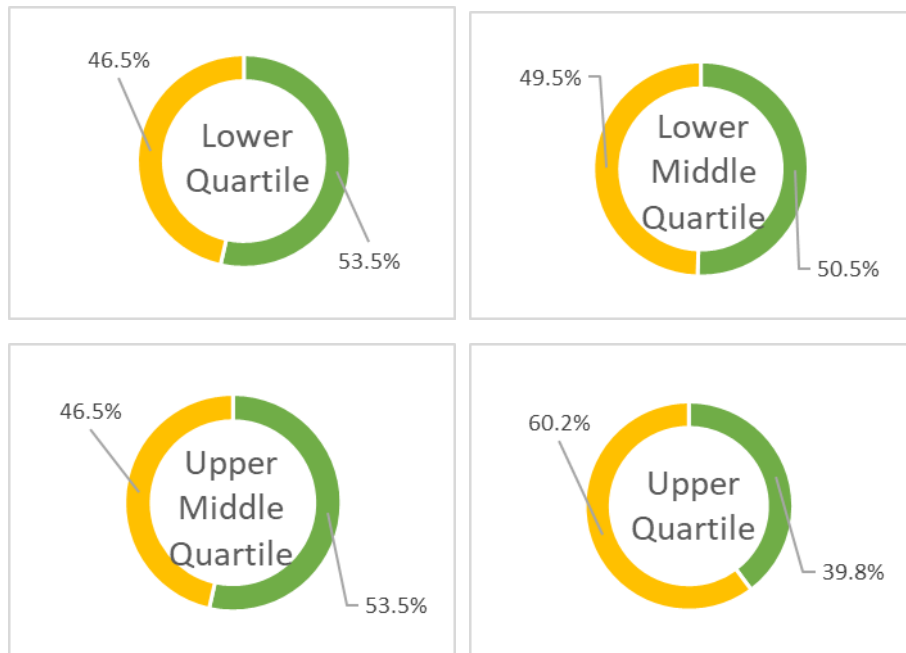
Overall, our workforce is 49% female and 51% male (44% female and 56% male last year). The challenge we continue to face is the distribution of men and women in different roles. 95% housekeeping staff are female and 100% of kitchen staff are male (2022: 95% and 100% respectively). Our most senior salaried academics, who also hold official fellowships with the College, are 71% male (71% last year). Achieving change in the gender profile of our academic staff is a slow process. Fellows may spend their entire academic career, or a significant part thereof with College. Of new Fellows appointed over the previous three years to the reporting date three were men and two were women.

The gender ratio for non-academic staff was 55% female and 45% male (2022: 55% female and 45% male). At the reporting date, the most senior roles within this section of our workforce, the College Officers, are 66% women (66% prior year).

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 246 people employed on this basis (2022:211) of which 52% were women and 48% men (2022: 49% women, 51% 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 2022 to 5 April 2023. The College in general has a policy of not paying bonuses to its staff. In the reporting period no payments were made to staff (cf 2 bonuses paid in 2022).

### 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.

**Professor Judith Buchanan**  
**Master and Trustee, November 2023**