Gender Pay Gap Report

Data as at 5th 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.

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<thead>
<tr>
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<th>Mean</th>
<th>Median</th>
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<tbody>
<tr>
<td>Gender Pay Gap</td>
<td>8.90%</td>
<td>5.7%</td>
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<tr>
<td>Gender Bonus Gap</td>
<td>-100%</td>
<td>-100%</td>
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<tr>
<td></td>
<td>12.4%</td>
<td>6.3%</td>
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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

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