



Gender Pay Gap Report

Data as of 5th April 2024

St Peter's College reports its gender pay gap each year and this report covers the situation at the snapshot date in April 2024. The College has four main staff groups that are included in this report: academic staff, non-academic staff, casual staff and ad hoc teaching staff.

The gender pay gap is required to be publicly reported by any UK organisation that employs 250 or more employees. The gender pay gap shows the difference between the average earnings of males and females for the relevant date.

Gender Pay Gap

St Peter's *mean* Gender Pay Gap is 6.0% for this period compared to 12.4% in the previous reporting period. The *median* pay gap is 6.9% compared to 6.3% last year.

	Mean		Median	
	2023	2024	2023	2024
Gender Pay Gap	12.4%	6.0%	6.3%	6.9%
Gender Bonus Gap	0%	25%	-0%	25%

Our gender pay gap has decreased 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 fluctuate from year to year depending on demand from both our domestic and academic operations. Over the last 4 years the Mean Gender Pay Gap has reduced by 11%.

The St. Peter's College Workforce

Overall, our workforce is 52% female and 48% male (49% female and 51% male last year). This is the first time since St Peter's College began its reporting duties that females have been in the majority. The challenge we continue to face is the distribution of men and women in different roles.

Our most senior salaried academics, who hold official fellowships with the College, are 61% 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 in College. Academic staff are also paid responsibility

allowances when they assume senior roles such as College Officerships. At the reporting date the majority of these roles were held by males.

The gender ratio for non-academic staff was 56% female and 44% male (2023: 55% female and 45% male). This category of staff encompasses both departments that support the academic work of the College and those that support the domestic and administrative areas. The gender balance within this category traditionally does not move significantly given the nature of the operations and the type of work carried out by the staff for example, 95% of the housekeeping staff are female and 93% of the kitchen staff are male (2023: 95% and 100% respectively).

At the reporting date, the most senior roles within this section of our workforce were 66% female (66% prior year).

Included within the workforce are casual staff employed on an *ad hoc* basis to support both academic and domestic operations. These include students employed in the College bar and to support College Outreach operations and other events. At the reporting date, there were 95 people employed on this basis (2023:77) of which 64% were female and 36% were male (2023: 55% female, 45% male).

Due to the model of how teaching is delivered at Oxford University, College employs adhoc staff, mainly graduate students, to supply subject specific specialist teaching. The subject variety, teaching requirements and demand for this work changes from term to term. At the reporting date College employed 141 (2023 169) of this category of staff of which 62 (44%) were female and 79 (56%) were male (2023: 84 female (50%) and 85 male (50%)).

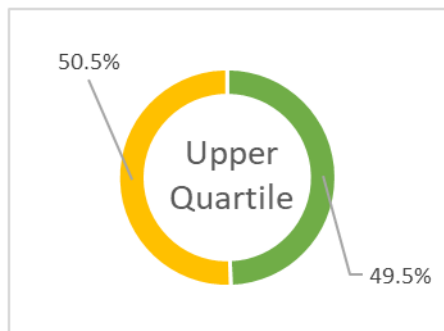
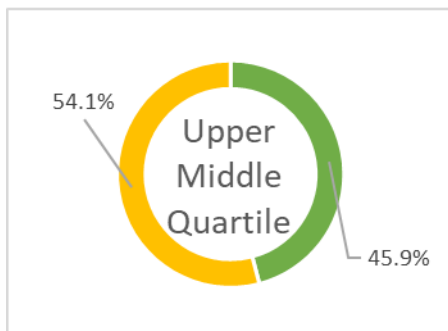
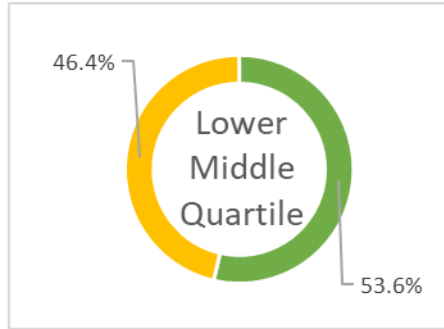
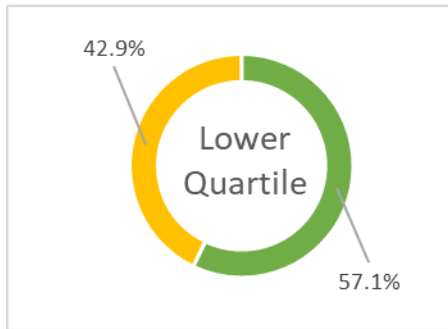
St Peter's College supports the fair treatment, reward, and recognition of all staff irrespective of gender. The College follows nationally agreed salary scales for Academic roles and some Administrative staff. The position of a particular role on the pay scale varies according to the level of responsibility for that role. This is decided before recruitment to the role begins. Each grade has a set pay range with spine points between the various grades. Academic and Administrative staff receive automatic increments through the pay range for their grade. Some support staff are not paid in line with a salary scale, instead their roles are grouped into job families, with anyone performing the same role receiving the same pay regardless of gender.

The proportion of male and female employees in each quartile.

KEY

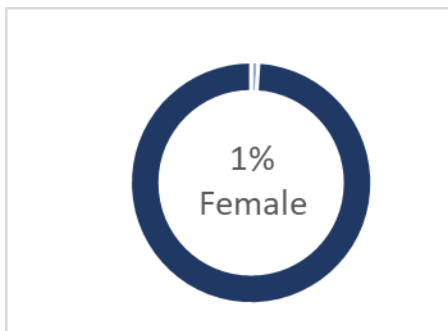
Female

Male

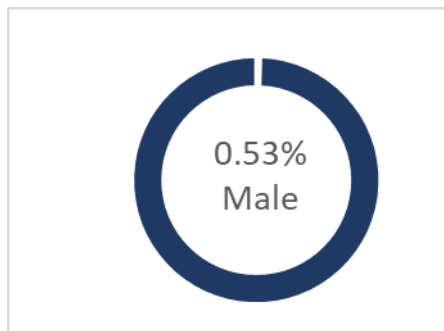


Gender Bonus Gap

The Gender Bonus gap considered here is the period 6 April 2023 to 5 April 2024. The College in general has a policy of not paying bonuses to its staff. In the reporting period, payments were made to 3 members of staff in recognition of significant additional responsibilities temporarily assumed in the absence of more senior colleagues. These Temporary Responsibility Allowances (TRAs) are not considered bonuses within the workings of the College since they relate to levels of responsibility taken, not to questions about performance. They are, however, treated as bonuses here, to align with the terms of the Gender Pay Reporting requirements. In this reporting period, 2 female members of staff and 1 male member of staff received a TRA, termed a bonus for these reporting purposes.



% of Females receiving a bonus



% of Males receiving a 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.



A handwritten signature in black ink, appearing to read "Judith Buchanan".

Professor Judith Buchanan
Master and Trustee, January 2025