



GENDER PAY GAP REPORT

Data as of 5th April 2025

St Peter's College reports its gender pay gap annually, and this report covers the situation as of the snapshot date in April 2025.

The gender pay gap must be publicly reported by any UK organisation that employs 250 or more employees. The gender pay gap represents the difference in average earnings between men and women as of the relevant date.

Gender Pay Gap

St Peter's *mean* Gender Pay Gap is -1.97% for this period, compared to 6% in the previous reporting period. The *median* pay gap is 5.9% compared to 6.9% last year.

	Mean		Median	
	2024	2025	2024	2025
Gender Pay Gap	6.0%	-1.97%	6.9%	5.9%
Gender Bonus Gap	25%	0%	25%	0%

A negative percentage indicates women's average pay is higher than men's.

No bonuses were paid in the reporting period, so our mean and median bonus pay gaps are zero.

Our workforce for the purposes of this report consists of 397 (49.9% women and 50.1% men).

Because we are a small organisation, our figures are sensitive to relatively small adjustments in the gender balance of employees. Our gender balance is subject to movements in our ad-hoc teaching staff and casual workforce that fluctuate from year to year, depending on demand from both our academic and domestic operations.

The St. Peter's College Workforce

Academic staff

Within the category of academic staff are permanent academic appointments ('Official Fellows'), other permanent or fixed-term teaching staff ('Lecturers') and those employed on the casual payroll to deliver teaching.

Of our most senior salaried academics (Official Fellows), 62% are men (prior year 61%). Change here is gradual and influenced by long tenure. Some academic staff are also paid responsibility allowances for holding College Officerships; these roles rotate on three-year cycles and so are subject to some adjustment, but at reporting date the significant majority of those holding an Officership were men.

In addition to 65 Official Fellows and Lecturers, the College also employs ad hoc teaching staff, including graduate students, to supply subject-specific specialist teaching. The subject variety, teaching requirements and demand for this work change from term to term. At reporting date College employed 130 people (2024 : 141) as part of its ad hoc teaching staff, of which 51 (39%) were women and 79 (61%) were men (2024: 62 women (44%) and 79 men (56%).

Non-academic staff

Our 183 administrative, domestic and support staff are on different types of contract (permanent, fixed-term and casual). The vast majority of our administrative staff are on permanent contracts, with greater variety in contract type across our domestic and support functions.

At the reporting date, the gender ratio for non-academic staff was 51% female and 49% male (2024: 56% female and 44% male). There have been some shifts of gender balance within this category in recent years but traditionally the balance does not move significantly given the nature of the operations carried out by the largest proportion of this body of staff, with 91% of the housekeeping staff being female and 84% of the kitchen staff male (2024: 95% and 93% respectively).

At reporting date, 66% of the most senior non-academic roles in College were held by women (% unchanged from prior year).

Also included within the non-academic workforce are other casual staff. These include students employed in the College bar and to support College Outreach operations and other events. At the reporting date, there were 94 people employed on this basis (2024: 95) of which 60% were women and 40% were men (2024: 64% women, 36% men).

Related areas for employer attention

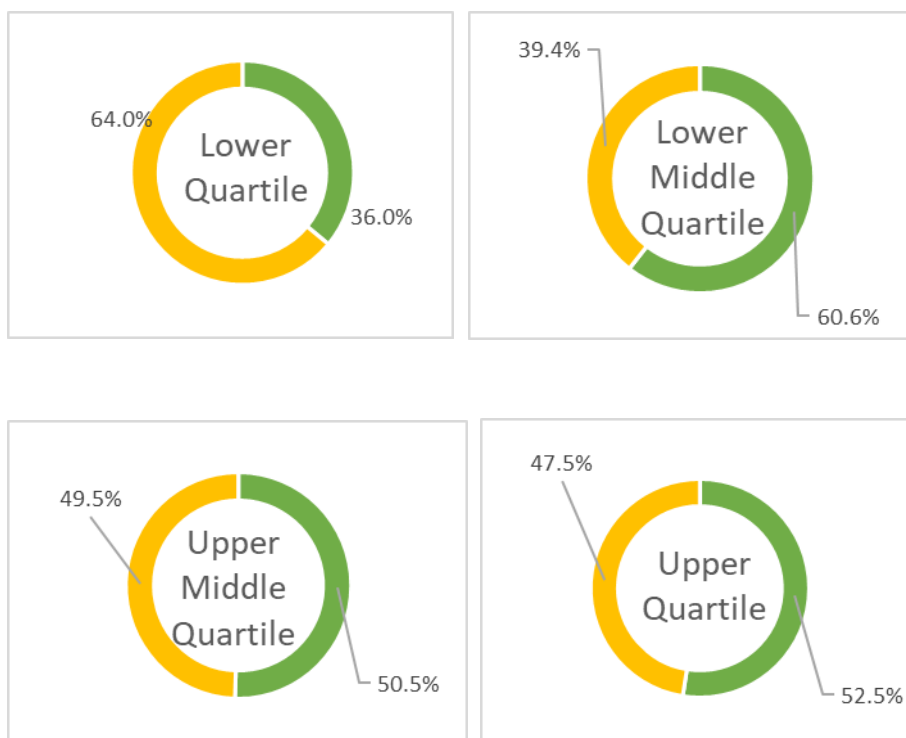
St Peter's College supports the fair treatment, reward, and recognition of all staff irrespective of gender. The College continues to review its recruitment processes, focusing on how to attract more women into the roles within the College where there is currently a preponderance

of men, and vice versa. This includes ensuring that interviewers have received guidance about unconscious bias.

The College has in place generous family-friendly policies, which apply to all permanent staff from day one of employment. Recent changes in College policy in this respect mean that fathers (or partners of mothers) sharing main responsibility for a child can take paid paternity/partner leave for up to 10 weeks at full pay (in addition to Statutory Paternity Leave). The College continues to support flexible working practices for employees, including in relation to some working-from-home provision agreed on a case-by-case basis, where job roles allow.

The proportion of male and female employees in each quartile.

Key



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, April 2026