

Gender Pay Gap Reporting 2020 – St Anne’s College

Requirement to publish gender pay gap figures under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

St Anne’s College has calculated these figures using the ACAS (and Conference of Colleges) guidelines under the private, voluntary and public sector employer’s category with a snapshot date of 5th April 2020. These figures are based on a total of 369 employees (203 males and 166 female).

We continue to encourage women to apply for roles when they arise and are working with the University Departments to ensure this occurs for joint academic appointments. The College has been making steps to address the gender imbalance on Governing Body and have seen a number of successes in this area in the past.

We have an equality driven agenda for the College which aims to improve all aspects of equality and diversity through our vision and strategy. St Anne’s is one of the largest Oxford Colleges and we remain committed to diversity and inclusion.

1. Hourly rate

% difference in male and female pay on a mean and median basis	
Mean	17.29%
Median	5.83%

2. Bonus payments

% difference of bonus paid to male and female on a mean and median basis				
	Mean	Difference	Median	Difference
Male	£861.17	-1.50%	£962.00	2.47%
Female	£874.05		£938.25	
% of male overall paid a bonus = 8%				
% of female overall paid a bonus = 14%				

3. Quartiles

% of male and female in each pay quartile

Quartile	No. of Men	No. of Woman	No. in the band	% Male	% Female
Lower	51	42	93	55%	45%
Lower Middle	47	45	92	51%	49%
Upper Middle	52	40	92	57%	43%
Upper	53	39	92	58%	42%

I declare, these figures are a true reflection of the data for St Anne’s College.

Helen King, Principal