

# Gender Pay Gap Reporting 2024 – 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 5<sup>th</sup> April 2024. These figures are based on a total of 293 employees (143 male and 150 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	5.19%
Median	-1.16%

## 2. Bonus payments

No bonus payments were made in the period.

## 3. Quartiles

### % of male and female in each pay quartile

Quartile	No. of Men	No. of Woman	No. in the band	% Male	% Female
Lower	30	44	74	41%	59%
Lower Middle	31	42	73	42%	58%
Upper Middle	33	40	73	45%	55%
Upper	38	35	73	52%	48%

A positive measure, indicates the extent to which women earn, on average, less per hour than their male counterparts. A negative measure, indicates the extent to which women earn, on average, more per hour than their male counterparts.

The quartiles remain close with the two Upper quartiles having a higher percentage of Females compared to last year.

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

**Helen King, Principal**