

## Gender Pay Gap Reporting 2021 – 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 2021. These figures are based on a total of 320 employees (160 male and 160 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	3.86%
Median	8.49%

### 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	39	41	80	49%	51%
Lower Middle	36	44	80	45%	55%
Upper Middle	43	37	80	54%	46%
Upper	42	38	80	53%	47%

The hourly rate Mean and Median figures have changed significantly this is due to a more even number of male and female representation in the data.

Due to the pandemic, there was no conference business in the preceding twelve months, therefore no bonus related payments were made to the lower paid staff. This is evident in the quartile representation. There were no Casuals paid in the data period which has also changed the over numbers in scope.

The quartiles are very close with a slight increase in all quartiles of female representation.

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

**Helen King, Principal**