**Gender Pay Gap Reporting 2022 – 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 2021. These figures are based on a total of 265 employees (141 male and 124 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 | 18.27% |
| Median | 9.82% |

1. **Bonus payments**

No bonus payments were made in the period.

1. **Quartiles**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **% of male and female in each pay quartile** | | |  |  |  |
| **Quartile** | **No. of Men** | **No. of Woman** | **No. in the band** | **% Male** | **% Female** |
| Lower | 26 | 41 | 67 | 39% | 61% |
| Lower Middle | 38 | 28 | 66 | 57% | 43% |
| Upper Middle | 36 | 30 | 66 | 54% | 46% |
| Upper | 41 | 25 | 66 | 62% | 38% |

The hourly rate Mean and Median figures have changed significantly again, this is due to a drop in the figures but reporting more males than females overall.

Due to the pandemic, the conference business has not picked up to where it was pre-pandemic, therefore no bonus payments were made.

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**