

Gender Pay Gap Reporting 2025 – 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 2025. These figures are based on a total of 273 employees (129 male and 144 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 few 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	16.05%
Median	14.07%

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. Due to the large number of Casuals, we have on an ongoing basis both Academic and non-Academic, the percentages can vary significantly year on year.

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	39	69	44%	56%
Lower Middle	26	42	68	38%	62%
Upper Middle	37	31	68	54%	46%
Upper	36	32	68	53%	47%

The two upper quartiles remain relatively close.

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

Helen King, Principal