GENDER PAY GAP REPORT 2023

The gender pay gap for St John's College, as recorded on 5 April 2023, is set out below. This report is published in accordance with the College's statutory obligations under the Equality Act 2010. These figures are based on a total of 545 employees (273 male and 272 female).

St John's College actively seeks to recruit and remunerate individuals of the highest calibre, fairly and irrespective of gender, race or disability. The College has an equality agenda which aims to improve all aspects of equality and diversity through our recruitment and selection practices. St John's remains committed to diversity and inclusion.

Employees are paid in accordance with either external academic and professional pay scales and/or known market rates. St John's College is an Oxford Living Wage employer. Individual progression is determined by an annual pay review.

St John's actively monitors matters of equality and diversity across all aspects of College life through a termly meeting of its Equality Committee which reports directly to the College's Governing Body.

STATISTICS

St John's gender pay gap on 5th April 2023 was:

- As a mean average 8.74%.
- As a median average 12.65%.

PAY QUARTILES

The proportion of male and female employees in the quartiles of the pay distribution was as follows:

Quartile	% Men	% Women
Upper quartile	57	43
Upper middle quartile	56	44
Lower middle quartile	43	57
Lower quartile	45	55

BONUS PAY

Bonus Pay	% Male	% Female
	52	48

St John's College does not usually make bonus payments to employees however, due to the cost of living, a bonus was paid to some categories of staff in line with the University.

St John's pay gap has closed marginally since 2022.

ACTION

Gender pay gap statistics will continue to be calculated annually, in line with the requirements of the Equality Act 2010, and each year Governing Body will review and discuss the findings, with the aim of identifying means by which both the mean and the median gender pay gaps in hourly pay might be reduced.

I confirm that the published data are accurate.

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Principal Bursar
March 2024

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