



## **GENDER PAY GAP REPORT 2024**

The gender pay gap for St John's College, as recorded on 5 April 2024, 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 544 employees (282 male and 262 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 2024 was:

- As a mean average 7.55%.
- As a median average 20.90%.

## **PAY QUANTILES**

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

<b>Quantile</b>	<b>% Men</b>	<b>% Women</b>
Upper quantile	56	44
Upper middle quantile	60	40
Lower middle quantile	54	46
Lower quantile	38	62

## **BONUS PAY**

St John's College does not usually make bonus payments to employees. In prior years, due to the cost of living and during the Covid-19 pandemic, bonus' were paid to some categories of staff in line with the University at that time.

St John's mean pay gap has closed marginally since 2023. During the year the College insourced our cleaning activities and this has impacted the median average – we do however pay the Oxford Living Wage to all our staff.

## **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.

Principal Bursar  
March 2025