



**GENDER PAY GAP REPORT 2025**

The gender pay gap for St John's College, as recorded on 5 April 2025, 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 542 employees (268 male and 274 female). The proportion of male and female employees has changed compared to last year (49% male in 2025 vs 52% in 2024) which has, has an impact on some of the statistics discussed further in the report.

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 and is also benchmarked compared to other Colleges to ensure parity.

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 2025 was:

- As a mean average 10.78% (7.55%)
- As a median average 13.62% (20.9%)

**PAY QUANTILES**

The proportion of male and female employees in the quartiles of the pay distribution was as follows. (Prior year's figures are in brackets):

<b>Quartile</b>	<b>% Men</b>	<b>% Women</b>
Upper quartile	59 (56)	41 (44)
Upper middle quartile	50 (60)	50 (40)
Lower middle quartile	56 (54)	44 (46)
Lower quartile	33 (38)	67 (63)

The mean and median calculations measure different aspects of pay distribution, and movements in opposite directions can occur when the shape of the workforce changes – the total workforce population has moved to a greater proportion of females compared to last year (51% vs 48%).

The larger proportion of employees in the lower quartile of pay are female – this is as a consequence of the move to the recruitment of more permanent staff in our accommodation service where roles are traditionally filled by females – this has impacted the mean calculation. We do, however pay all of our staff the Oxford Living Wage.

The median pay gap reflects the pay of the “typical” employee, because it measures the mid-point rather than the average. The decrease in the median gap this year shows that pay for women around the middle of the organisation’s pay distribution has improved relative to men. The proportion of female employees in the upper middle quartile is now 50% of the total employees in that pay distribution bracket as during the year we recruited more females to middle management level roles.

Bonus payments were made to recognise the long service of employees during the year, the larger proportion (51% of payments) being to female members of staff. These payments represented 5.7% (male) and (7.4%) of the total population.

## **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 2026