

## **St John's College, Oxford: Gender Pay Gap Report**

In accordance with the Equality Act 2010, St John's College, Oxford reports gender pay gaps on 5 April 2018 as follows:

### **Hourly rates for ordinary pay**

Women's mean average hourly rate is 22.8% lower than men's mean average hourly rate.  
Women's median average hourly rate is 11.9% lower than men's median average hourly rate.

### **Pay quartiles:**

<b>Quartile</b>	<b>% Men</b>	<b>% Women</b>
Upper quartile	61.3%	38.7%
Upper middle quartile	55.3%	44.7%
Lower middle quartile	50.0%	50.0%
Lower quartile	40.3%	59.7%

### **Bonus pay**

No individuals received bonus pay.