



ST JOHN'S COLLEGE

2025 Gender pay gap report

Introduction

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations each year showing how large the pay gap is between their male and female employees.

The gender pay gap differs from the issue of equal pay. Equal pay deals with the pay differences between men and women who carry out work of equal value (and St John's College is confident that men and women are paid equally for doing equivalent jobs and that it does not have an equal pay issue). The gender pay gap is different and shows the differences in the average pay between men and women and reflects issues of representation rather than of equal pay.

The figures provided in this statement are based on hourly rates of pay as at 5 April 2025 and bonuses paid in the twelve month period up to 5 April 2025.

Gender pay gap figures for hourly rate of pay

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female members of staff receive.

The **mean pay gap** is the difference between average hourly earnings of men and women. The **median pay gap** is the difference between the midpoints of the ranges of hourly earnings of men and women (i.e. all salaries in the sample are lined up in order from lowest to highest, and the median is the middle salary).

These figures are set out in the table below:

Hourly rate of pay	Mean	Median
Women's hourly rate of pay is	4.4% lower	7.8% lower

The table below shows the proportion of men and women in each quartile when we order hourly rate of pay from highest to lowest and group into four equal quartiles.

Pay Quartile	Quartile	Men	Women
How many men and women are in each quarter of the employer's payroll	Top quartile (highest paid)	44.0%	56.0%
	Upper middle quartile	52.4%	47.6%
	Lower middle quartile	44.6%	55.4%
	Lower quartile (lowest paid)	32.5%	67.5%

Gender pay gap figures for bonus payments

The College has a scheme to reward exceptional contribution under which one-off lump sum payments can be made. The payments made under this scheme represented only 0.1% of the College's overall payroll costs. The College has also implemented a long service award for staff who have served over 25 years at the College. The table below shows the gender pay gap for these payments as well as the proportion of male and female staff receiving a bonus.

Bonus pay		
	Mean	Median
Women's bonus pay is	154.4% higher	0% higher
Proportion who received bonus pay	8.22% of men	5.13% of women

Why we have a gender pay gap and how we can address this

The median pay gap figures show a change on last year's figures with women's pay being 7.8% lower on a median basis as compared to 2.9% lower last year. The mean pay gap figures show more modest change on last year's figures with women's pay being 4.4% lower on a mean basis as compared to 3.4% lower last year.

With regards to bonus pay, the median bonus pay gap figures show a significant change on last year's figures with women's pay being 154.4% higher on a mean basis compared to 17.7% higher last year. This significant fluctuation can be explained by the implementation of the long service award. When the award was implemented all staff who had met this threshold were awarded a payment. In future years it is expected that only one or two staff will reach this milestone each year.

The data with respect to bonuses is also likely to fluctuate each year dependent on the breakdown of staff who receive a one-off payment under the Reward Scheme in any given year.

The College has reviewed and will continue to review the gender pay gap in the context of gender equality issues. The College aims to recruit from the widest possible talent pool, provides unconscious bias and diversity training, and offers flexible working options. The College has approved an updated strategy and action plan on Equality, Diversity and Inclusion and has an established EDI Committee, which meets each Lent and Michaelmas term to review and agree actions. In addition, the College has regard to the recommendations as set out in the Government Equalities Office report 'Reducing the gender pay gap and improving gender equality in organisations: Evidence-based actions for employers'.