

## St Hilda's Gender Pay Gap Report 2024

*St Hilda's College is committed to equality of opportunity in employment, irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation, and to equal pay for equal work.*

The following information is prepared and published in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. It reflects workforce data as at 5 April 2024

The workforce reflected in this report includes 323 employees (148 men and 175 women), 235 of whom have regular full- or part-time contracts of employment with the College, the remainder being out-tutors who are engaged by the College as needed to complement the tuition provided to undergraduates by College staff.

### Pay and Bonus Gaps

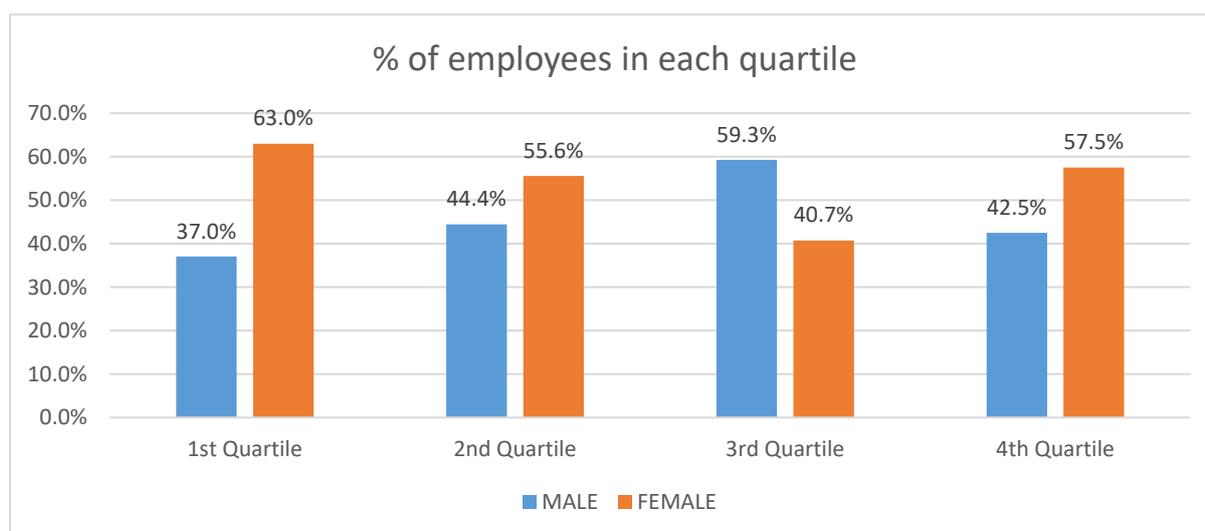
The mean pay gap was 0.7%. That is, the mean hourly rate of pay for men was 0.7% higher than that of women.

The median pay gap was 7.5%. That is, the median hourly rate of pay for women is 7.5% lower than that of men.

The College did not pay any bonuses.

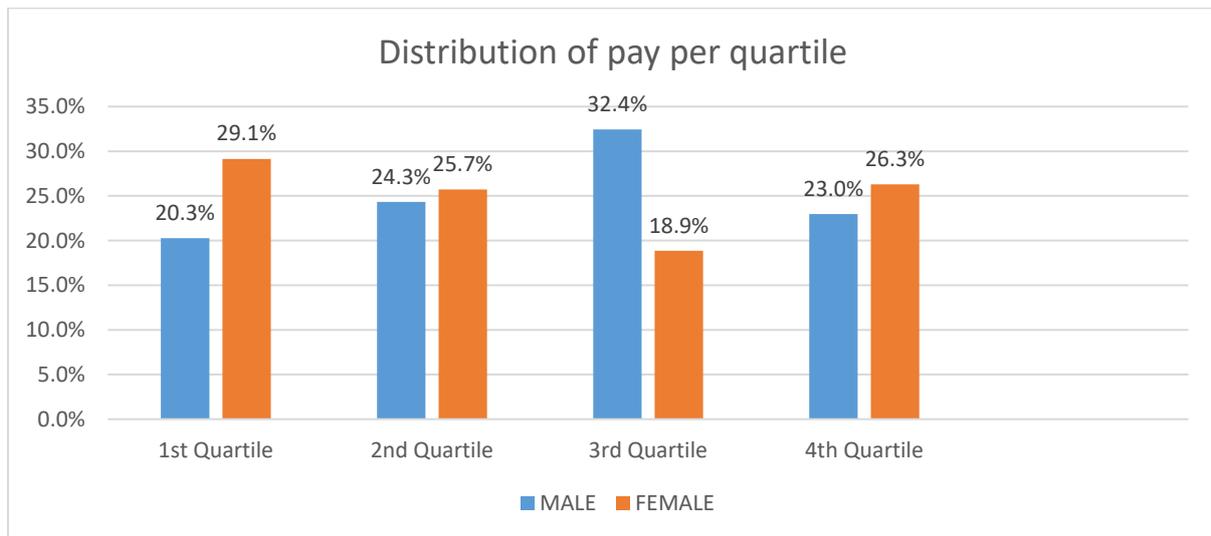
### Distribution by Quartile

The split between the men and women in each quartile of the range of hourly pay is shown in percentage terms in the following graphic.



## Commentary

The pay gaps shown above do not indicate differences in pay for equal work, rather they reflect gender differences in rates of pay that have arisen over time from differences in the nature and length of employments. These differences are illustrated by the following graphic that shows the distribution of men's and women's pay between the quartiles. (That is, 20.3% of men fall in the 1<sup>st</sup> quartile of pay, 24.3% in the 2<sup>nd</sup> quartile, 32.4% in the 3<sup>rd</sup> quartile and the balance, 23.0%, in the 4<sup>th</sup> quartile. Similarly for women.)



Compared with April 2023, the mean pay gap in favour of women has decreased from 5.7% to 0.7%. This is a consequence of the rebalancing of men from the 1st pay quartile to the 3rd and 4th quartile.

Compared to April 2023, the % of men in the 1st quartile has decreased from 23.3% to 20.3% and from 24.7% to 24.3% in the 2<sup>nd</sup> quartile. The percentage of men in quartiles 3 & 4 is much higher. This group contains the majority of higher paid academic and administrative staff, including fellows of the College leading to a gender pay gap of 0.7% in favour of men.