

## Gender Pay Gap

Snapshot date: 31 March 2024

### Narrative

St Hugh's College has carried out a Gender Pay Gap analysis under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. We must then publish the data by 30 March each year, based on a snapshot date of 31 March the previous year.

These calculations allow us to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels

The gender pay gap is a measure of the difference between men's average earnings and women's average earnings across the whole College. This is not the same as equal pay. Equal pay determines the differences between actual earnings of men and women who carry out the same jobs, similar jobs, or work of equal value. Academic staff are paid according to the University pay scales. Non-academic staff roles are assessed based on a scientific scoring mechanism in order to ensure that work of equal value is paid equally regardless of the holder of the post. The gender pay gap is used to show the differences in average pay between men and women.

The average mean gender pay gap across the UK higher education sector in 2024 was 13.0% and the median pay gap was 11.9%<sup>1</sup>. The Office for National Statistics (ONS) advises using the mean rather than median earnings to measure the national gender pay gap; however, from a statistical standpoint, the median is often a more meaningful measure as it is not skewed by very low or very high pay. Thus, in situations where there are significant differences in pay between a few individuals, the median provides a more representative measure of the typical salary.

St Hugh's has four main staff groups that are covered by this report:

- Academic staff
- Non-academic staff
- Casual staff
- Bought in tutors (such as non-stipendiary lecturers. This is ad hoc teaching provided by graduate students or staff at other colleges, departments or institutions).

In total, these staff groups represented 342 people at the snapshot date of 31 March 2024 (including external tutors who provide teaching for St Hugh's but are paid by other parts of the Collegiate University). In 2024, St Hugh's College staff was 49.7% female and 50.3% male (45.9% and 54.1% respectively in 2023).

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<sup>1</sup> HEPI Report Number 171 (2024) <https://www.hepi.ac.uk/2024/03/14/show-me-the-money-an-exploration-of-the-gender-pay-gap-in-higher-education/>

## The gender pay gap at St Hugh's College

As at 31 March 2024:

**Mean gender pay gap is 22.0%.** This means that the average hourly pay of female employees is 22% lower than the average for male employees. This has increased from 16.3% in 2023.

**Median gender pay gap is 1.4%.** This means that the average hourly pay at the mid-point of our female employees is 1.4% lower than the equivalent male salary.

## The bonus pay gap at St Hugh's College

There were no bonuses paid during this period

## Distribution of men and women in salary quartiles

Quartile	Male	Female
Lower	36.5%	63.5%
Lower Middle	62.8%	37.2%
Upper Middle	40.0%	60.0%
Upper	61.6%	38.4%

The key drivers of the pay gap at St Hugh's are:

- Low representation of women in senior academic roles (20.5% of Tutorial Fellows are women); and
- High representation of women in non-academic / support roles in Grades 2-7, which are lower paying.

## Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

St Hugh's College