



## St Hugh's College Gender Pay Gap Report 2026

### Reporting year: 2025 census

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 measures the difference in average hourly pay between men and women across an organisation. It does not measure equal pay for the same work, which is a separate legal requirement and something we monitor through our grading structure and pay practices.

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

- Academic employees
- Non-academic employees
- Casual workers
- Bought in tutors (ad hoc teaching provided by graduate students or staff at other colleges, departments or institutions).

### Findings

On the 31 March 2025, the College's total workforce for gender pay gap reporting consisted of 329 individuals: 171 men and 158 women.

For the 2025 reporting year:

- The mean gender pay gap across all categories of staff reduced slightly from **22.0% in 2024** to **21.1% in 2025**.
- The median pay gap increased from **1.4% to 12.4%**, largely reflecting changes in the mix of staff in lower-paid teaching and casual roles during the reporting period.

Looking only at employees, the figures show a clearer improvement:

- The mean gender pay gap reduced from **27.9% to 22.3%**.
- The median pay gap reduced from **8.4% to 5.7%**.

As the College is a relatively small organisation, year-to-year changes in staffing — particularly in teaching roles that vary depending on academic need — can have a noticeable impact on these figures.

### 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	25.6%	74.4%
Lower Middle	68.7%	31.3%
Upper Middle	51.2%	48.8%
Upper	62.2%	37.8%

### Analysis

#### Staff composition

The most significant driver of the gender pay gap at St Hugh's is the distribution of men and women across academic posts.

	Academic	Non-Academic
Men	59 (69%)	55 (45%)
Women	26 (31%)	68 (55%)

Men continue to make up a larger proportion of the academic workforce, particularly in senior academic roles. In contrast, women are more represented within professional and operational roles.

#### Academic roles

The academic pay gap largely reflects the distribution of senior academic posts, where there are currently more men than women. Senior academic positions attract higher salaries, which influences the overall averages.

Measure	2025	2024
Mean gender pay gap	18.5%	28.7%
Median gender pay gap	43.6%	53.7%

While the distribution of men and women holding academic posts continues to shape the overall pay gap, there are some encouraging signs of gradual progress. Compared with 2024, the average pay gap within academic roles has reduced slightly, reflecting small shifts in the balance of senior academic positions.



When we look more closely at comparable academic roles, however, the differences in pay between men and women are very small. Within stipendiary lecturer, CUF and University Lecturer posts, average and median pay levels are broadly aligned between men and women:

Role	Median Pay Gap 2025	Median Pay Gap 2024
Stipendiary Lecturer	0.4%	4.9%
Common University Fund (CUF) posts	0.0%	0.0%
University Lecturer	0.0%	0.0%

The overall gender pay gap within academic roles therefore reflects the distribution of men and women across different types of academic posts and levels of seniority, rather than differences in pay for the same role.

Compared with the previous reporting year, there are early signs of modest improvement in the average gender pay gap across academic roles, reflecting small changes in the mix of posts and appointments. While progress in this area is gradual, improving representation within senior academic roles remains an important long-term priority.

#### Professional and operational roles

Within professional services and operational roles, the gender pay gap is very small and, in the most recent reporting year, slightly favours women.

Measure	2025	2024
Mean gender pay gap	-3.4%	-0.3%
Median gender pay gap	-0.2%	2.3%

#### Looking ahead

We are committed to ensuring St Hugh's is a fair and supportive place to work. We continue to review workforce data and recruitment patterns to better understand how representation develops over time. As part of the College's people strategy, we are strengthening our approach to workforce data so that we can build a clearer long-term picture of trends across the organisation.

St Hugh's is also proud to be an Oxford Living Wage employer, reflecting our commitment to fair and responsible pay across the College.

Improving representation, particularly within senior academic roles, is a long-term priority and forms part of our wider EDI strategy, which aims to ensure St Hugh's remains an inclusive and rewarding place to work.

#### Declaration

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