

St Hilda's Gender Pay Gap Report 2025

Workforce snapshot: 5 April 2025

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.

This report is published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and is based on workforce data as at 5 April 2025.

The workforce reflected in this report includes 343 employees (154 men and 189 women). This includes 253 employees with regular full- or part-time contracts of employment with the College, and 90 out-tutors who are engaged as needed to complement the tuition provided to undergraduates by College staff.

Total employees in scope	343
Women	189 (55.1%)
Men	154 (44.9%)
Employees with regular contracts	253
Out-tutors engaged as needed	90

Pay and Bonus Gaps

Mean hourly pay gap	3.8% (men higher)
Median hourly pay gap	14.6% (men higher)
Mean bonus pay gap	0% (no bonuses paid)
Median bonus pay gap	0% (no bonuses paid)
Proportion of women receiving a bonus	0%
Proportion of men receiving a bonus	0%

The mean pay gap reflects the difference between the average hourly pay of men and women across the College. In April 2025, men's mean hourly pay was 3.8% higher than women's.

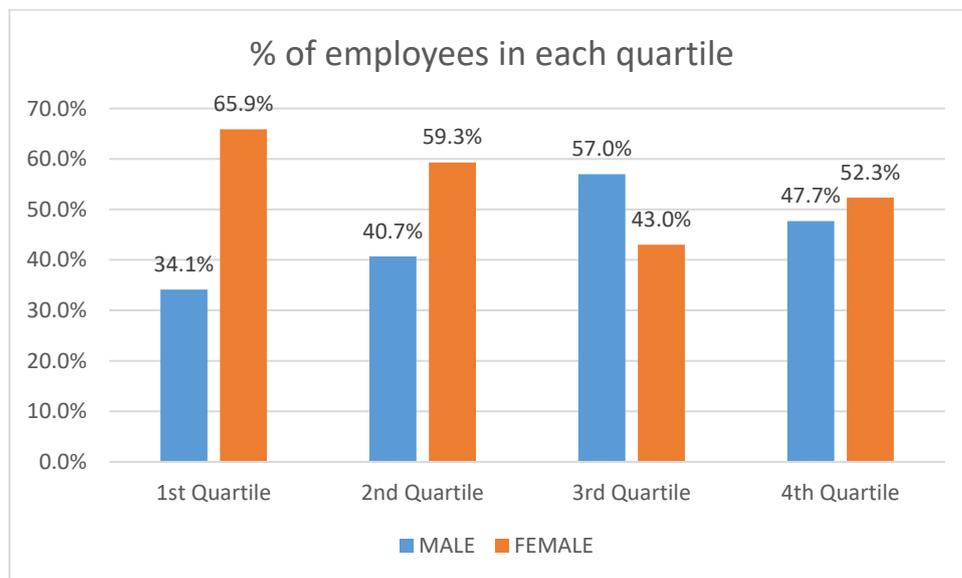
The median pay gap reflects the difference between the hourly pay of the 'middle' man and the 'middle' woman when all employees are ranked by pay. In April 2025, the median hourly pay for women was 14.6% lower than that for men.

No bonuses were paid in the relevant period.

Distribution by Quartile

The chart below shows the proportion of men and women in each hourly pay quartile (lower to higher pay). For transparency, the same figures are also summarised in the table.

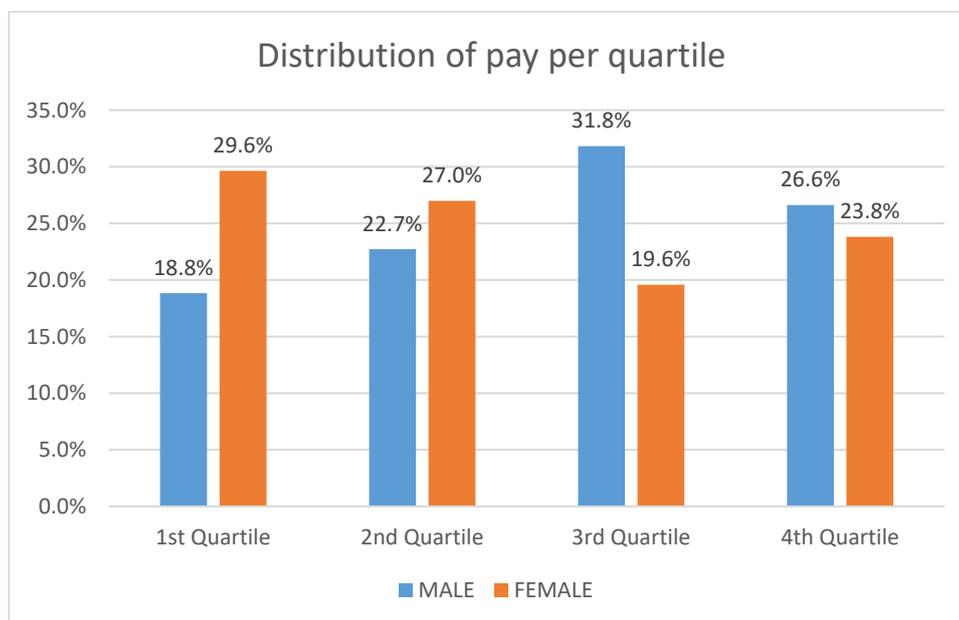
Hourly pay quartile	% men	% women
1st (lowest pay)	34.1%	65.9%
2nd	40.7%	59.3%
3rd	57.0%	43.0%
4th (highest pay)	47.7%	52.3%



Commentary

The gender pay gap is not the same as equal pay. St Hilda's College is committed to equal pay for equal work. The figures reported here reflect the overall distribution of men and women across roles and pay levels, including differences in the nature of roles and patterns of employment over time. The chart below shows, for each gender, the proportion of employees in each pay quartile.

Share of each gender in quartile	Men	Women
1st quartile	18.8%	29.6%
2nd quartile	22.7%	27.0%
3rd quartile	31.8%	19.6%
4th quartile	26.6%	23.8%



Compared with April 2024, the mean gender pay gap has shifted from 0.7% in favour of women to 3.8% in favour of men. This change reflects a higher proportion of men in the upper pay quartiles in April 2025.

Compared with April 2024, the proportion of men in the 1st quartile decreased from 20.3% to 18.8% and in the 2nd quartile from 24.3% to 22.7%. The proportion of men in the 3rd and 4th quartiles increased. These quartiles include many higher-paid academic and administrative roles, including fellows of the College, which contributes to the mean pay gap in April 2025.