



St Edmund Hall

University of Oxford

# Gender Pay Gap Report

2017

St Edmund Hall

Queen's Lane, Oxford OX1 4AR

## Introduction

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires all organisations with 250 or more workers to report on their gender pay gap.

Results are required to show:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

St Edmund Hall does not pay bonuses and so no results are shown for these categories.

Data used to prepare the report was taken at the snapshot date of 5<sup>th</sup> April 2017.

## Gender Pay Gap Report

Mean Gender Pay Gap      24.0%

Median Gender Pay Gap    20.2%

Pay Quartiles:

	<i>Women</i>	<i>Men</i>
Upper	37.7%	62.3%
Upper Middle	38.7%	61.3%
Lower Middle	52.5%	47.5%
Lower	65.6%	34.4%

## Declaration

I confirm that the data published in this report is accurate.

Simon Costa

Senior Bursar