



University of Oxford
**St Edmund
Hall**

Gender Pay Gap Report

2025

St Edmund Hall
Queen's Lane, Oxford OX1 4AR

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 gap¹
- Median gender pay gap²
- 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

The gender pay gap relates to differences in average male and female pay within an organisation and does not compare the pay received by men and women for doing the same or equivalent work (known as equal pay).

Data used to prepare the report was taken at the snapshot date of 5th April 2025.

¹ The Mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

² The Median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Introduction to St Edmund Hall

St Edmund Hall is a constituent college of the University of Oxford. The College was incorporated under a Royal Charter dated 15 February 1957, although the Hall has been in existence since the 13th Century.

St Edmund Hall has four main staff groups that are covered by this report

- Academic Staff
- Non-Academic Staff
- Casual Staff
- “Out-tutors” (i.e ad hoc teaching provided by graduate students, or staff at other colleges/ departments / institutions)

In total these staff groups represent over 250 individuals on the “snapshot date” for this report.

Many of our academic and non-academic staff are paid according to defined pay scales.

Gender Pay Gap Report

St Edmund Hall considers itself to be a “voluntary sector” organisation for the purposes of gender pay gap reporting. Accordingly, we collected our data on 5 April 2025.

	Mean	Median
Gender Pay Gap	12.4%	14.1%
Gender Bonus Gap	-45.0%	-73.5%

The mean hourly rate for all male full pay relevant employees was £22.93 per hour, compared to £20.09 for females. This means that on this basis females receive 12.4% less than males per hour.

The median hourly rate for all male full pay relevant employees was £18.54 per hour, compared to £15.92 for females. This means that on this basis females receive 14.1% less than males per hour.

The College operates an annual reward and recognition scheme, of which individuals can be awarded an annual bonus of either £200 or a salary point increment, the College also operates a long service bonus scheme. During this period 9 members of staff received awards.

Proportion of males and females in each quartile

MALE ■ FEMALE ■

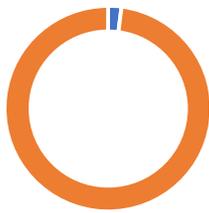


Proportion of males and females receiving a bonus payment

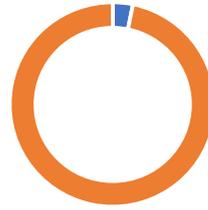
Not receiving Bonus



Receiving Bonus



2.1% of Males



3.2% of Females

Declaration

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

Eleanor Burnett
Finance Bursar

4th March 2026