



GENDER PAY REPORT

As at April 2024

The Queen's College, Oxford employs over 250 people and is thus required to publish its gender pay gap statistics under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The College is committed to gender equality in the workplace.

We are confident that women and men are paid the same for doing the same job at Queen's. However, men and women are often employed in different roles across our organisation creating a gender pay gap. We actively encourage diversity in recruitment.

	2024		2023	
	Mean pay gap	Median pay gap	Mean pay gap	Median pay gap
Hourly wage	15.7%	8.7%	12.5%	0.8%
Bonus	15.9%	33.0%	11.9%	21.4%
	Proportion of women	Proportion of men	Proportion of women	Proportion of men
Lowest quartile	61.5%	38.5%	58.0%	42.0%
Second quartile	49.0%	51.0%	45.0%	55.0%
Third quartile	48.1%	51.9%	51.0%	49.0%
Top quartile	41.3%	58.7%	48.0%	52.0%
	Proportion of women	Proportion of men	Proportion of women	Proportion of men
Those receiving bonus payments	42.8%	27.9%	39.6%	25.3%

I, Claire Craig, Provost, confirm that the information in this statement is accurate.

5th February 2025