



GENDER PAY REPORT

As at April 2025

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.

	2025		2024	
	Mean pay gap	Median pay gap	Mean pay gap	Median pay gap
Hourly wage	8.5%	5.9%	15.7%	8.7%
Bonus	10.0%	23.0%	15.9%	33.0%
	Proportion of women	Proportion of men	Proportion of women	Proportion of men
Lowest quartile	59.0%	41.0%	61.5%	38.5%
Second quartile	48.0%	52.0%	49.0%	51.0%
Third quartile	50.0%	50.0%	48.1%	51.9%
Top quartile	47.5%	52.5%	41.3%	58.7%
	Proportion of women	Proportion of men	Proportion of women	Proportion of men
Those receiving bonus payments	37.1%	28.1%	42.8%	27.9%

I, Paul Johnson, Provost, confirm that the information in this statement is accurate.

3rd March 2026