



# GENDER PAY GAP REPORT 2025

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Pembroke College aspires to be an inclusive community and seeks to recruit and retain the brightest academic minds, as well as professional and support staff who are encouraged in their personal development and treated fairly.

The Governing Body has implemented an Equal Opportunities Policy setting out the College's commitment to promoting the principles and practices of equality and ensuring equitable treatment of all staff regardless of their gender or other protected characteristics.

I certify that the data included in this report is accurate and has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information).

## INTRODUCTION

Pembroke College is pleased to be working with the University of Oxford to increase the proportion of women in senior academic posts and to embed the University's EDI strategic objectives. These initiatives are framed as mechanisms for gradually reducing the gender pay gap over the coming years, through measures such as:

- The Joint Committee for Equality, Diversity and Inclusion's approval of a collegiate wide EDI Strategic Plan, accompanied by recent EDI reporting that includes in depth analysis of the mean and median gender pay gaps and a series of recommendations to address them.
- The recently published Equity in Research Funding report and action plan, identified as a key element in tackling gendered disparities in research income and career progression which, in turn, contribute to pay and seniority gaps.

The College is pleased that, consistent with its own commitment to inclusive recruitment, it appointed two additional female Fellows to its Governing Body during the year reported.

Over the past twelve months, the College has successfully recruited female members of staff into teams such as the Lodge and Kitchen, which have traditionally been male-dominated.

Furthermore, it has recently reappointed two women to senior positions within its executive team: the position of Bursar and Director of Operations.

# GENDER PAY GAP REPORTING

The Equality Act 2010 requires all organisations of 250 or more employees to report on their gender pay gap, as well as the proportion of the workforce who are male and female in each pay quartile. There is also a requirement to report on relative sizes of bonus payments, but as Pembroke does not pay bonuses there is no data included here on the latter point.

The statistics in this report are calculated using a snapshot of data taken on 5<sup>th</sup> April 2025. On that date, Pembroke had 403 employees, of whom 210 were male (52%) and 193 female (48%). To take into account variations in working times, the statistics presented are based on each employee's calculated hourly rate of pay. Both mean and median gaps have been calculated: the mean gap compares the mean average hourly rate paid to men and to women, and the median takes the middle pay rate in the male distribution and compares to the middle rate in the female distribution. Both mean and median pay gaps are then expressed as a percentage of the male mean and median hourly pay rates respectively.

## STATISTICS

Pembroke's gender pay gap on 5<sup>th</sup> April 2025 was:

The proportion of male and female employees in the quartiles of the pay distribution was as follows (italics in brackets denote 2024 figures):

	MEAN	MEDIAN
	10.2%	26.2%
2024	16.5%	11.2%

Quartile	% Male	% Female
Upper	61 (54)	39 (46)
Upper middle	54 (59)	46 (41)
Lower middle	56 (42)	44 (58)
Lower	36 (42)	64 (58)

The actual numbers of male and female employees in each of the quartiles of hourly pay rates was as follows (figures in shadow indicate 2024 figures for comparison):

Upper quartile	62	39
	55	46
Upper middle	55	46
	60	41
Lower middle	57	44
	42	59
Lower quartile	36	64
	42	58

No. Males

No. Females

## IMPACT OF EXTERNAL TUTORS

External tutors are academic staff at a variety of levels of seniority who are engaged to supply teaching in specialist areas, usually on a part-time and short-term basis, to meet the changing needs of our student community. The decrease in the mean gap, this year, was due to the gender of those working in these positions at the time the data for this report was recorded. Therefore, we should again expect to see variation in future. Their rate of pay is not set by the College and varies according to factors unrelated to the gender of the tutor, such as class size. This year, the College has adopted a new methodology to accurately reflect the contact hours billed giving a fairer view of the hourly rate for these tutors. As of 5<sup>th</sup> April 2025, 132 external tutors (2024: 122) were on the payroll, equating to 32% of Pembroke employees.

## ANALYSIS

Pembroke aims to gradually close the gender pay gap over time. The gap itself arises from the fact that the College has a relatively large number of male senior academics who are paid in the upper quartiles of hourly pay rates and a relatively large number of female support staff who are paid in the lower quartile of hourly pay rates. In 2025, we saw some narrowing of the gap, due to the external tutor element of the data. In terms of permanent staff, although the College appointed two new female tutorial fellows in Chemistry and Biology, it also appointed a male Development Director and Welfare Lead and therefore there has been minimal change year on year. While it is clear that there is a gender imbalance in relation to the split of those undertaking higher or lower paid roles, the College is confident that there are no gender differences in the remuneration available for the same role. Pembroke aims to treat all staff well and benefits from significant periods of service from all employees whatever their gender, including in support staff areas where other employers may see relatively high turnover.

## ACTIONS TAKEN

The College is an accredited Real Living Wage employer and implements the Living Wage Foundation's living wage increase each year as soon as possible after it is announced. We continue to invest in the training and development of all staff whatever their gender, mindful of opportunities to provide career and salary progression. Applications for flexible working are considered positively wherever possible. When recruiting, we make all efforts to encourage a diverse range of applicants. Pembroke remains fully committed to treating all job applicants and members of staff fairly and equally, regardless of their gender (or other protected characteristics).

Gender pay gap statistics will continue to be calculated annually, in line with the requirements of the Equality Act 2010, and each year the Governing Body will review and discuss the findings, mandating further investigations and changes as it sees fit.