

St Mary's
University
Twickenham
London



St Mary's University Gender Pay Gap Report 2017

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Gender Pay Gap Report

2017

St Mary's University is fully committed to addressing workplace barriers to equality by creating an inclusive culture, promoting equality of opportunity and respecting differences amongst its staff, students and other stakeholders. The University has a long tradition, in line with its mission and values, of widening access to education for all, while fostering respect and mutual tolerance in society as a whole. Consistent with our mission, we believe that pay inequities resulting from an individual's gender are a key social and moral challenge that we are committed to tackling.

St Mary's chooses to pay staff the London Living Wage, employing students, parental and carer benefits and keeping our campus services in-house rather than contracting them out.

Gender equality is a significant part of our continued commitment to equality, diversity and inclusion. Whilst we can be proud of our progress, we acknowledge that the data in this report indicates a gender pay gap that needs to be addressed. We aspire to go beyond our legal obligations and look to our organisational values to inspire actions to bridge our gender pay gap.

What is the Gender Pay Gap?

The definition of the gender pay gap is the relative difference in the average or typical pay of men and women within an organisation. It illustrates the differences between men and women collectively in terms of pay and progression.

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, introduced in March 2017, requires all relevant public bodies, including Universities, to publish its gender pay gap information. The legislation aims to increase transparency around gender pay differences in order to end the gender pay gap in society. The University welcomes the introduction of the legislation and supports fair treatment and pay regardless of gender.

Executive summary

The information presented in this report shows that the overall mean pay gap is 12.62% and the median pay gap is 20.97%, in favour of male staff. In the first three pay quartiles there are more females than males. The pay gap is attributed to the disproportionately high number of female staff employed in campus services and administrative roles at the University. Unlike many others in the sector, St Mary's has chosen to keep many of its campus services in-house.

The median academic staff pay gap is 0% and the mean is 1.49% in favour of men, significantly lower than the national averages of 12.2% median and 12% mean in favour of men.

The mean bonus pay gap is -26.99% in favour of female and the median bonus pay gap is 40% in favour of male employees. The proportion of women and men who received bonus pay is 7.69% and 7.35% respectively.

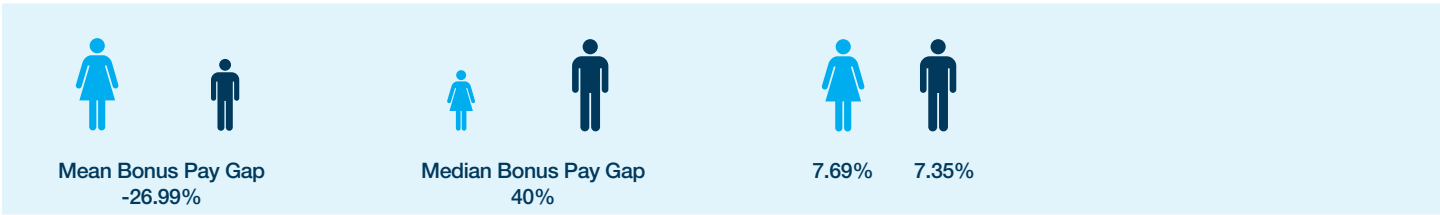
St Mary's University Gender Pay Gap Metrics

Where a minus figure is shown, it is in favour of female staff, when positive it is in favour of male staff.

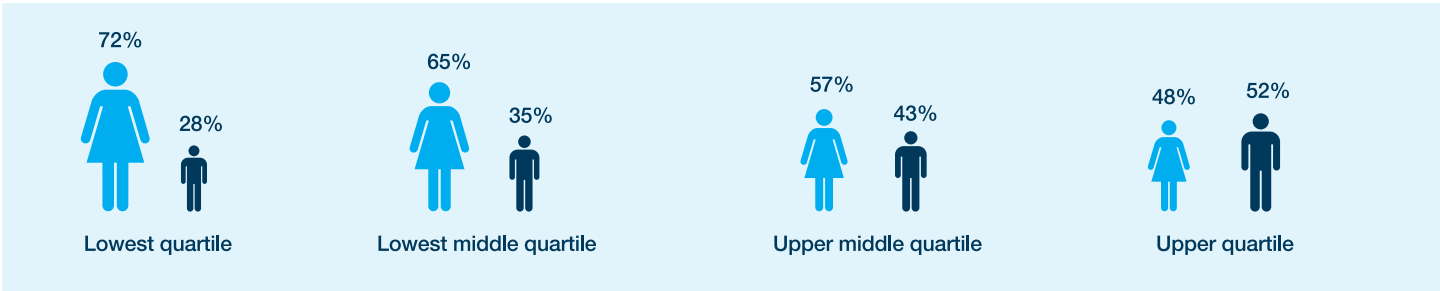
The mean and median gender pay gap



The mean and median gender bonus pay gap and the proportion of male and female staff who received bonus



Pay by quartiles



Key statistics and findings

The University took a 'snapshot' of its workforce on 31st March 2017. This 'snapshot' showed the University's workforce was made up of 61% female and 39% male. 37% of staff were employed in academic roles and 63% employed in professional services roles.

The overall mean gender pay gap at St Mary's is 12.62% and the median is 20.97%. The analysis of our grades has shown that there are a higher proportion of women in campus services and administrative roles.

Therefore, the main cause of the mean and median pay gap is due to the higher number of female staff employed in the lower pay quartile, including cleaning, catering, casual staff, student ambassadors and administrative services, despite near gender parity in the upper quartile of salaries and more females in the upper middle quartile. As an institution, St Mary's has kept campus services in-house rather than contracting them out.

The gender pay gap for academic staff is relatively small with 1.49% mean gender pay gap in favour of male staff and a 0% median gender pay gap. This can be attributed to the fact that there is very little discrepancy in the academic pay ranges.

The proportions of women and men who received bonus pay are 7.69% and 7.35% respectively. The mean bonus gender pay gap is in favour of the University's female employees (-26.99%), whilst the median bonus gender pay gap is in favour of male employees (40%).

The reason for the median bonus being in favour of men is due to almost twice as many women receiving small Making a Difference bonus payments ranging from £20 to £200. The majority of the University's bonus payments are performance related including the Outstanding Performance Awards (OPA) which are open to all staff. Five OPA winners are voted for by colleagues, one winner is voted for by students. The winners are selected based on their performance and willingness to go above and beyond their job remit in one of six categories.

The University's work on bridging the Gender Pay Gap

The University is committed to bridging its gender pay gap and is looking at a range of initiatives to achieve this. These include:

- Regular monitoring and evaluation of the University's processes for gender inequality. We aim to effectively monitor gender at recruitment stage and create a system to monitor promotion and related salary increments. In the long term, the University will review flexible working practices to identify how the current flexible working opportunities enable or restrict women's progression and the type of role they can undertake.
- We ensure that our recruitment processes and advertisements are attractive to male candidates where there is a high concentration of female staff, specifically staff employed in cleaning, catering and administrative roles.
- Enhancement of the existing development opportunities open to all staff. This includes the continued provision of women's empowerment programmes such as Springboard and Aurora. In the long term, St Mary's will develop a shadowing scheme, an internal secondment policy and build talent pipelines.

St Mary's University has remained committed to investing in lower paid staff by paying the LLW. The majority of these roles are occupied by women and directly employing them has had an impact on our gender pay gap.

The University recognises that the high concentration of female staff in campus services roles is reflective of the wider economy and that the results of any steps taken to address its gender pay gap may be expected over a long time-period. Nonetheless, by creating an inclusive culture, promoting equality of opportunity and respecting differences amongst its staff, students and other stakeholders, St Mary's remains dedicated to addressing workplace barriers to equality.