

St Mary's
University
Twickenham
London



St Mary's University

Gender Pay Gap Report 2018

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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.

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. To a degree this reflects the structural features of the workforce and we are taking a number of measures to ensure promotion, progression and staff development to bridge our gender pay gap.

What is the Gender Pay Gap?

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 supports fair treatment and pay regardless of gender.

The gender pay gap shows the difference in the average pay between all men and women in an organisation and illustrates the differences between men and women collectively in terms of pay and progression.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

Executive summary

There have been mixed results despite the hard work undertaken to reduce the University's gender pay gap. However, we recognise that making genuine and sustained progress in respect of gender pay issues does take time, particularly as changes need time to embed and have an impact.

Since 2017, the overall mean pay gap has increased by 2.5% to 15.12% and the median pay gap has decreased by 1.82% to 19.15% in favour of male staff.

Female staff still typically occupy support roles with the lowest pay rates, such as Campus Services and administrative functions. Currently 91% of administrative roles are occupied by women.

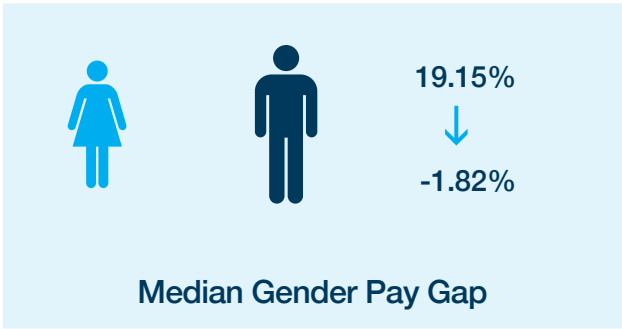
St Mary's has been a London Living Wage (LLW) employer since September 2013. At the time of the snapshot, the LLW was the same rate as the 2017, as the date of implementation was changed. Therefore the data does not reflect the base pay awards from August 2017.

Whilst the mean bonus pay has been in favour of females previously there has been a positive shift in balance due to the increase in the mean male bonus, however female bonus pay is still greater by 2.65%.

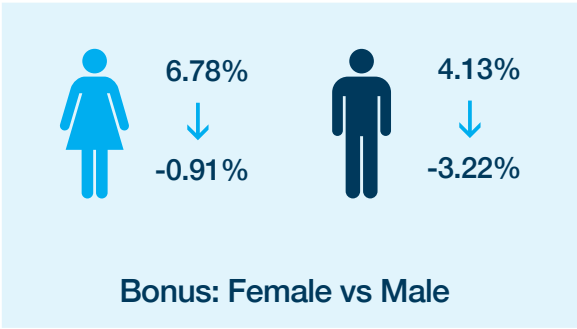
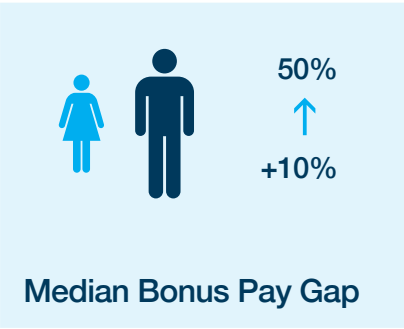
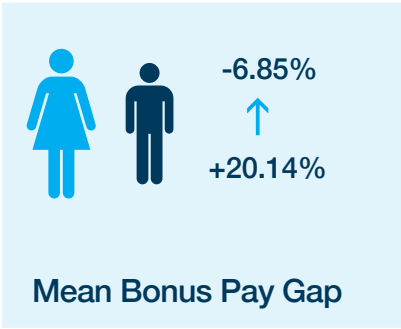
St Mary's University Gender Pay Gap Metrics

The visual representation of the 2018 report metrics includes the variance from 2017.

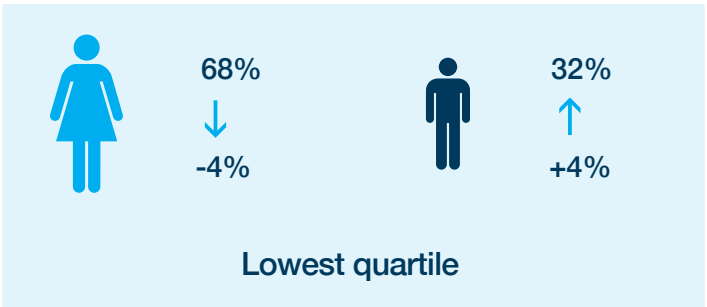
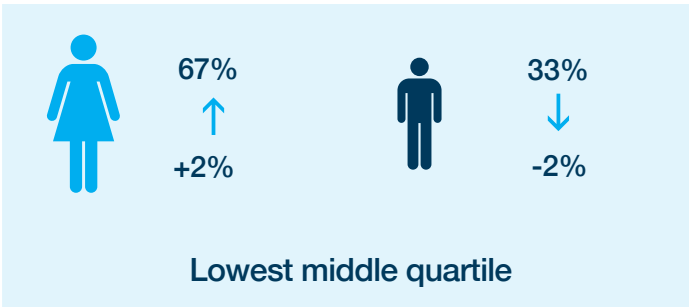
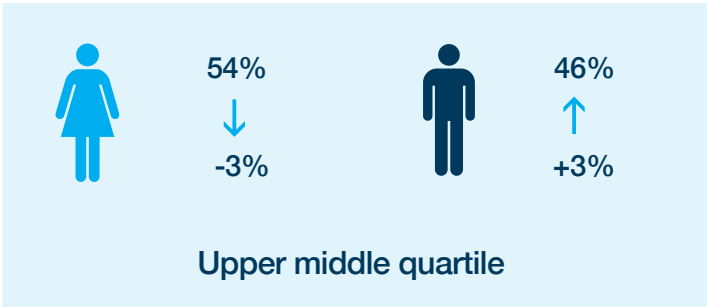
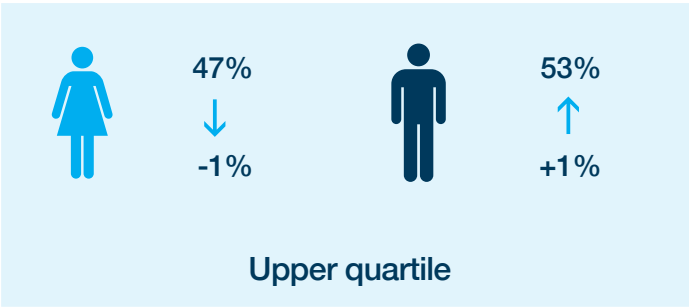
The mean and median gender pay gap



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 captured its pay data for the first time in March 2017 and we are now in the second year of this legislative requirement. The 31st March 2018 snapshot showed the University's workforce was made up of 59% female and 41% male, a change of +2% in favour of males.

As reported, the overall mean pay gap has increased by 2.5% to 15.12% and the median pay gap has decreased by 1.82% to 19.15% in favour of male staff. The mean pay gap increase is most likely due to the shift in implementation date of the London Living Wage (LLW) and the median pay gap reduction due to an increase in the female hourly pay rate.

Female staff still typically occupy support roles with the lowest pay rates, such as Campus Services and administrative functions. Currently 91% of administrative roles are occupied by women. St Mary's campus services are in-house employees rather than external contractors, which is more common practice in other HE institutions. At the time of the snapshot, the LLW was the same rate as the 2017, as the date of implementation was changed to 1st April 2018.

The mean gender pay gap is in favour of male academic staff by 5.57%, an increase from 2017 of 1.49%. The median gender pay gap equals 3.62% in 2018, another increase from 2017 when it was 0%. During that time, female headcount reduced by 4% in 2018 compared to a reduced male headcount of 1.1% amongst Academic contracts. The difference in female and male staff reduction caused the mean pay gap increase in 2018 compared to 2017.

The proportions of women and men who receive bonus pay are 6.78% to 4.13% respectively, a reduction overall of 6.85% from 2017. Whilst the mean bonus pay has typically been in favour of females over the last 2 years, there was a significant decrease from -26.99% in 2017 to -6.85% in 2018. This decrease is due to the significant increase in the mean male bonus gap by £416.12 in 2018 causing a positive shift in balance, although the quantity of females receiving bonus pay is still greater by 2.65%.

The University's work on bridging the Gender Pay Gap

The University is committed to bridging its gender pay gap and continues to work through the actions identified and implemented from the 2017 report. There has been progress and we acknowledge impact of these actions will be more evident over time.

In addition to the 2017 action plan, the 2018 report recommends:

- Deliver two cohorts of the Springboard development programme, targeting female staff from Campus Services and administrative roles to facilitate career opportunities in other departments.
- Prioritise the work to develop career pathways for non-academic job families with a focus on Campus Services and administrative roles.
- Use the findings of the initial Athena Swan analysis, that recognises and celebrates good practices in higher education towards the advancement of gender equality, to identify other actions that will support closing the gender pay gap.
- Engage the University's Equality and Inclusion Staff Working Group to facilitate the delivery of the actions identified and bring a community wide approach to closing the gender pay gap at St Mary's University.

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. Our commitment to equality and inclusion is embedded in our values of respect, generosity of spirit, inclusiveness and excellence.