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

- Mean Gender Pay Gap: 15.12% ↑ +2.5%
- Median Gender Pay Gap: 19.15% ↓ -1.82%

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

- Mean Bonus Pay Gap: -6.85% ↑ +20.14%
- Median Bonus Pay Gap: 50% ↑ +10%
- Bonus: Female vs Male: 6.78% ↓ -0.91%  4.13% ↓ -3.22%

Pay by quartiles

- Upper quartile: 47% ↓ -1%  53% ↑ +1%
- Upper middle quartile: 54% ↓ -3%  46% ↑ +3%
- Lowest middle quartile: 67% ↑ +2%  33% ↓ -2%
- Lowest quartile: 68% ↓ -4%  32% ↑ +4%
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.