

St Mary's  
University  
Twickenham  
London



**St Mary's University**

**Joint Gender Pay Gap  
and Ethnicity Pay Gap  
High Level Report**

**2022**

# Introduction

This year marks our second joint gender/ethnicity pay gap report, and provides an opportunity for our University to dig deeper into drivers of differences in pay by gender and ethnicity.

As St Mary's continues work on our first institutional Athena SWAN and Race Equality Charter Bronze Award submissions, the findings of this report are crucial to our understanding of systemic barriers to gender and race equality at St Mary's. We are committed to addressing these barriers, and hope that this year's more detailed analysis by specific ethnic group and the intersection of gender/ethnicity provides vital insights to support our institution-wide equality, diversity and inclusion agenda.



Bishop Richard Moth  
Chair of the Board of Governors



and Anthony McClaran  
Vice-Chancellor

# St Mary's University

## Joint Gender Pay Gap and Ethnicity Pay Gap

### High Level Report – January 2022

St Mary's is committed to equality, diversity, and inclusion (EDI), as embedded in our People Strategy, and recognises that understanding systemic barriers to equality is of critical importance. Our mission and values, which centre widening access to education for all and fostering respect and mutual tolerance in society as a whole, underpin our commitment to better understanding and removing pay inequalities resulting from a person's gender or ethnicity.

Following the publication of our first joint Gender/Ethnicity Pay Gap report in 2021, we have once again completed thorough analysis of pay inequalities by both gender and ethnicity within our staff population\*.

As outlined in the 2021 report's actions, this year's joint Gender/Ethnicity Pay Gap report includes more detailed analysis by ethnic group and at the intersection of gender and ethnicity. As we continue in our Athena SWAN and Race Equality Charter work, we recognise the critical importance of intersectionality (recognising how multiple intersecting identities shape an individual's experience) in better understanding how different groups of staff experience barriers to equality.

Furthermore, by breaking down our ethnicity pay gap analysis by individual ethnic groups, we keep from solely relying on the acronym BAME (Black, Asian, and Minority Ethnic), which can be problematic in that it portrays a false homogeneity of experience across a vast array of ethnic groups. This more detailed analysis helps us begin to better understand nuanced experiences and inequalities amongst each ethnic group.

*\*The gender pay and ethnicity pay metrics outlined are based on the University's pay data as at 31st March 2021.*

## 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

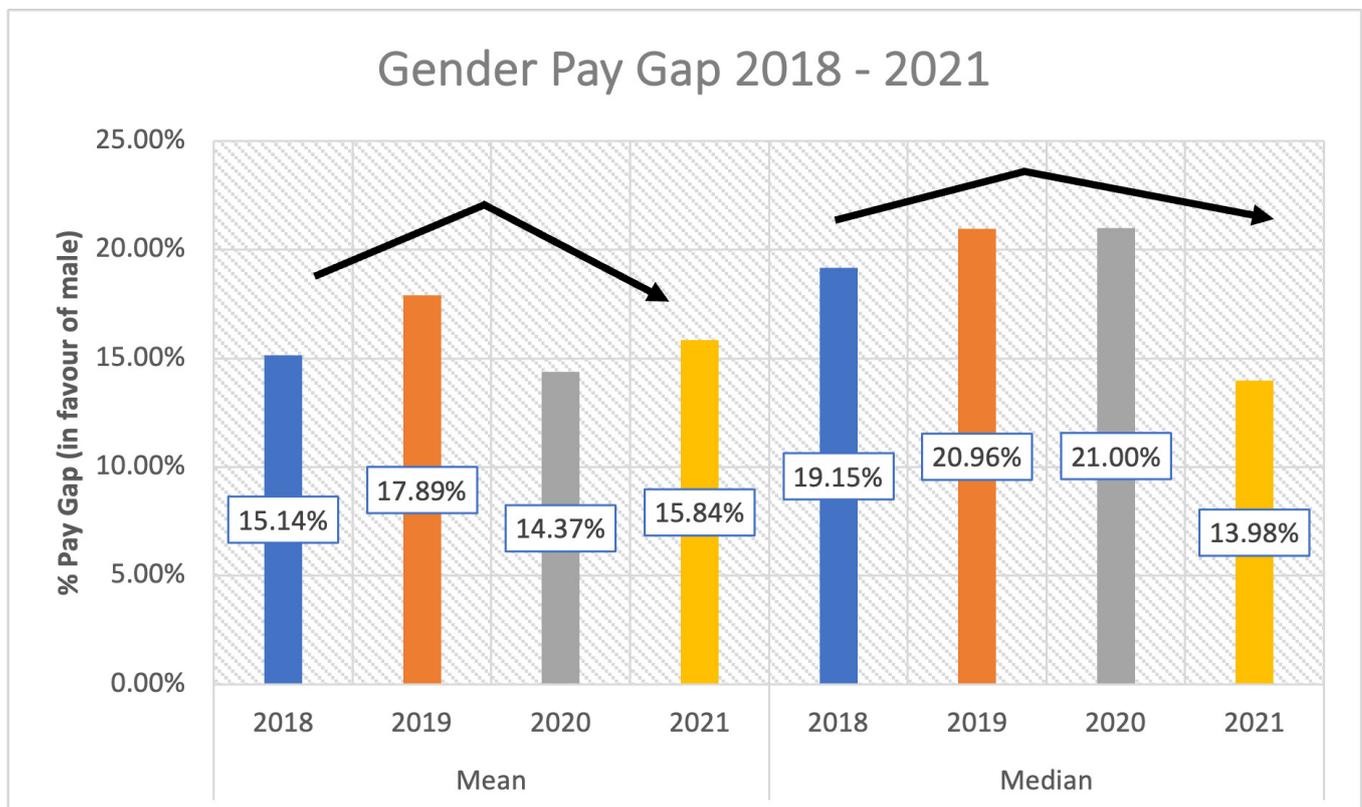
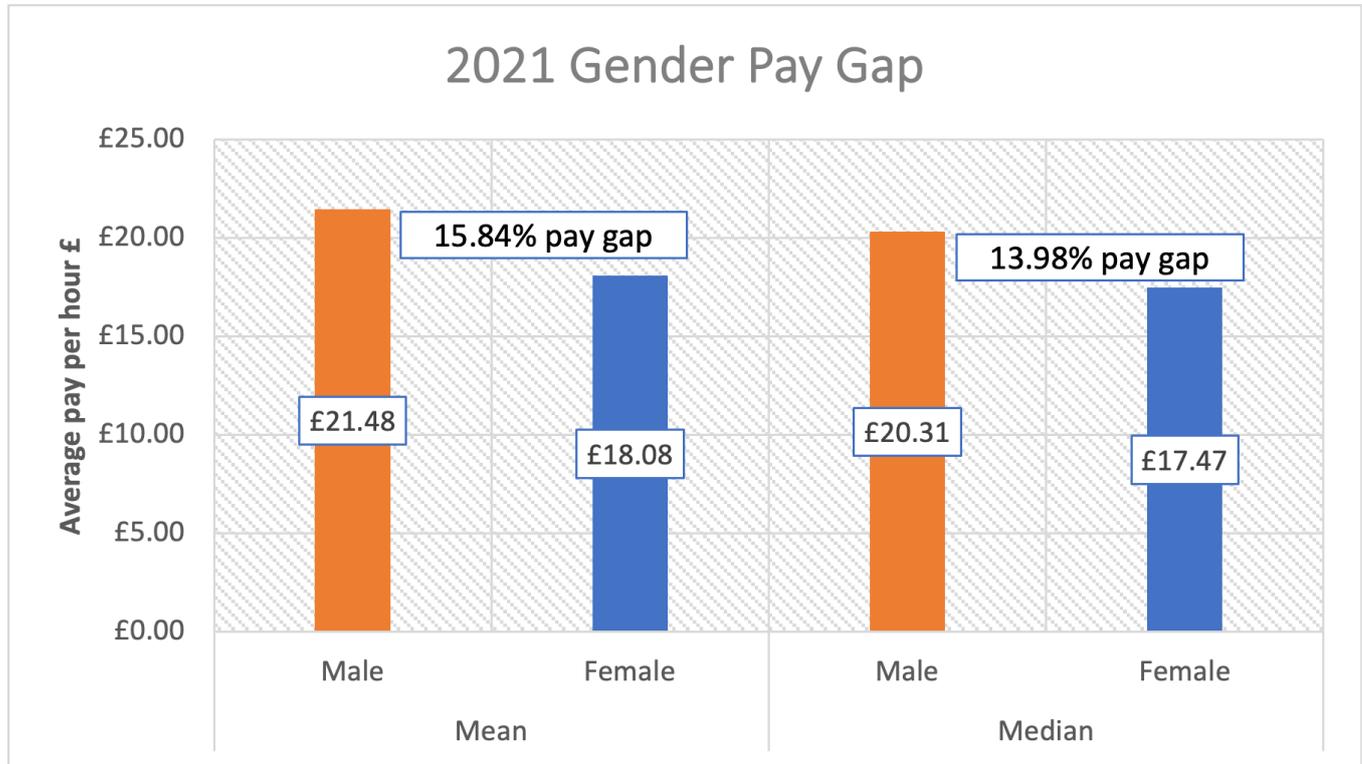
the difference in the average pay between all men and women in an organisation and illustrates the differences between men and women collectively in terms of pay and progression. The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out 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.

## Gender Pay Gap

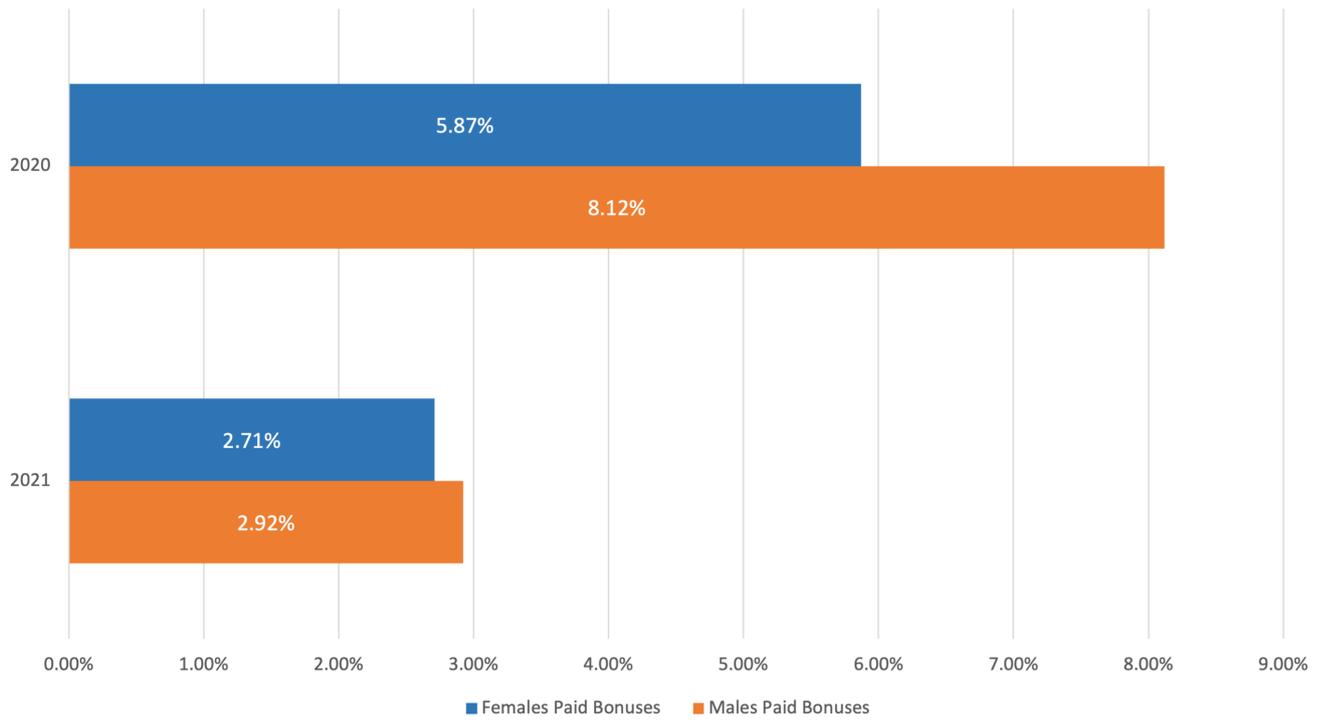
### Key Statistics and Findings

- o The mean gender pay gap (in favour of male staff) slightly increased from 14.37% in 2020 to 15.84% (by 1.47%), while the median pay gap decreased from 21% in 2020 to 13.98% (by 7.02%).
- o The proportions of men vs. women receiving bonus pay decreased for both men and women – due to some changes in bonuses allocated in 2020. The proportion of men receiving bonus pay decreased from 8.12% in 2020 to 2.92% (by 5.2%) and the proportion of female staff receiving bonus pay decreased from 5.87% in 2020 to 2.71% (by 3.16%).
- o The mean and median bonus gender pay gaps were affected by changes in bonuses allocated in 2020, shifting both figures in favour of females. The mean gender bonus pay gap changed from -72.35% in 2020 to -21.10% (in favour of females) and the median gender bonus pay gap changed from 20% in 2020 to -144.66% (also in favour of females). Though these two figures present a promising picture for women, a return to some of the bonuses changed in 2020 (i.e. reinstatement of senior level bonuses) may change these figures once more, given a lack of representation of women in senior roles at the University.
- o The higher percentage of women in lower paid roles (quartiles 1 and 2) continues to be a challenge in closing the gender pay gap, and representation of women in these quartiles increased over the past year (most likely contributing to the rise in our mean gender pay gap). The percentage of females in quartile 1 increased from 67% in 2020 to 70.3% and females in quartile 2 increased from 68% in 2020 to 75.4%.

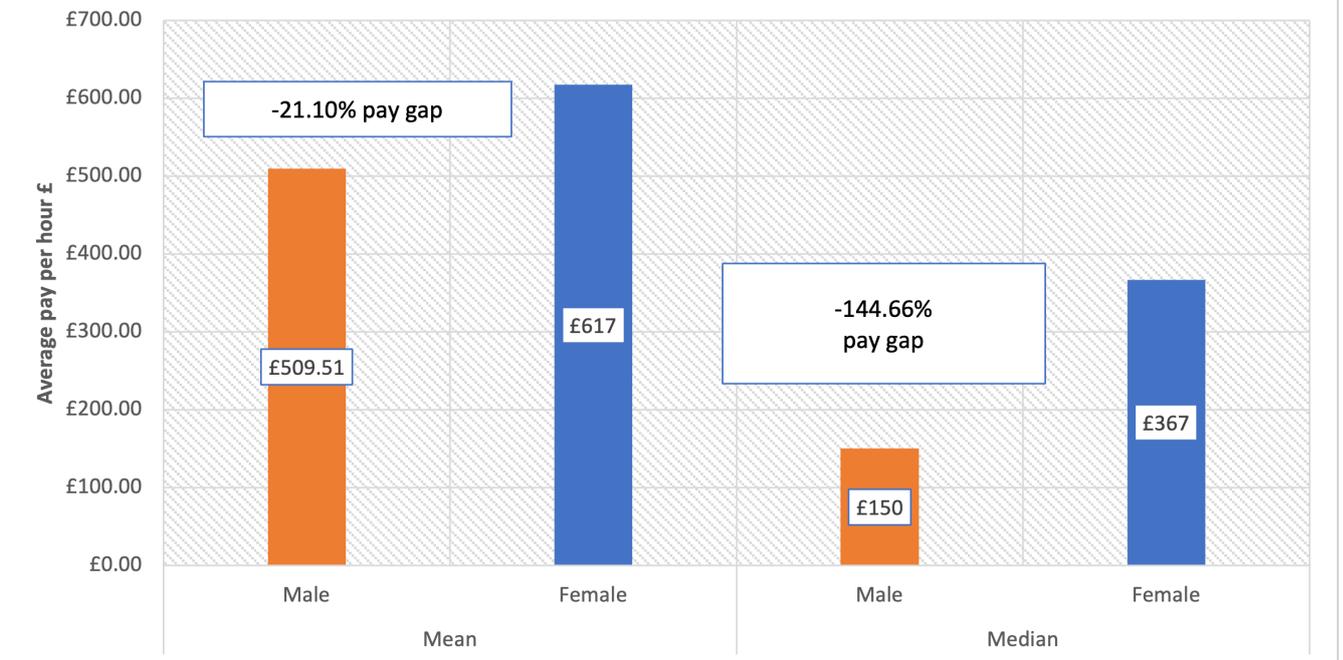
# St Mary's University Gender Pay Gap Metrics



Proportion of Female and Male Employees Receiving Bonus Pay 2020 - 2021

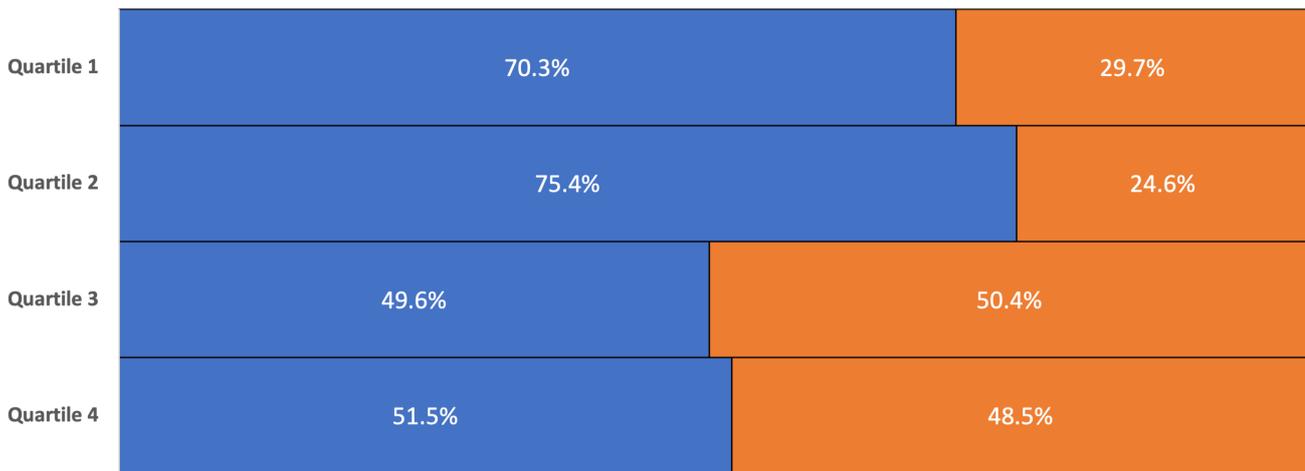


2021 Gender Bonus Pay Gap



Proportion of Female and Male Employees in Four National Quartile Pay Bands 2021

■ Female ■ Male



## What is the Ethnicity Pay Gap?

The 'Ethnicity pay gap' is a measure of the difference between the average hourly pay of staff identifying as Black, Asian and Minority Ethnic (BAME) and staff identifying as White across the whole organisation. The EPG report uses the same methodology as GPG reporting, and this year we've also completed more detailed analysis using an intersectional approach to better understand difference in pay between gender/ethnicity groups.

## Ethnicity Pay Gap Key Statistics and Findings

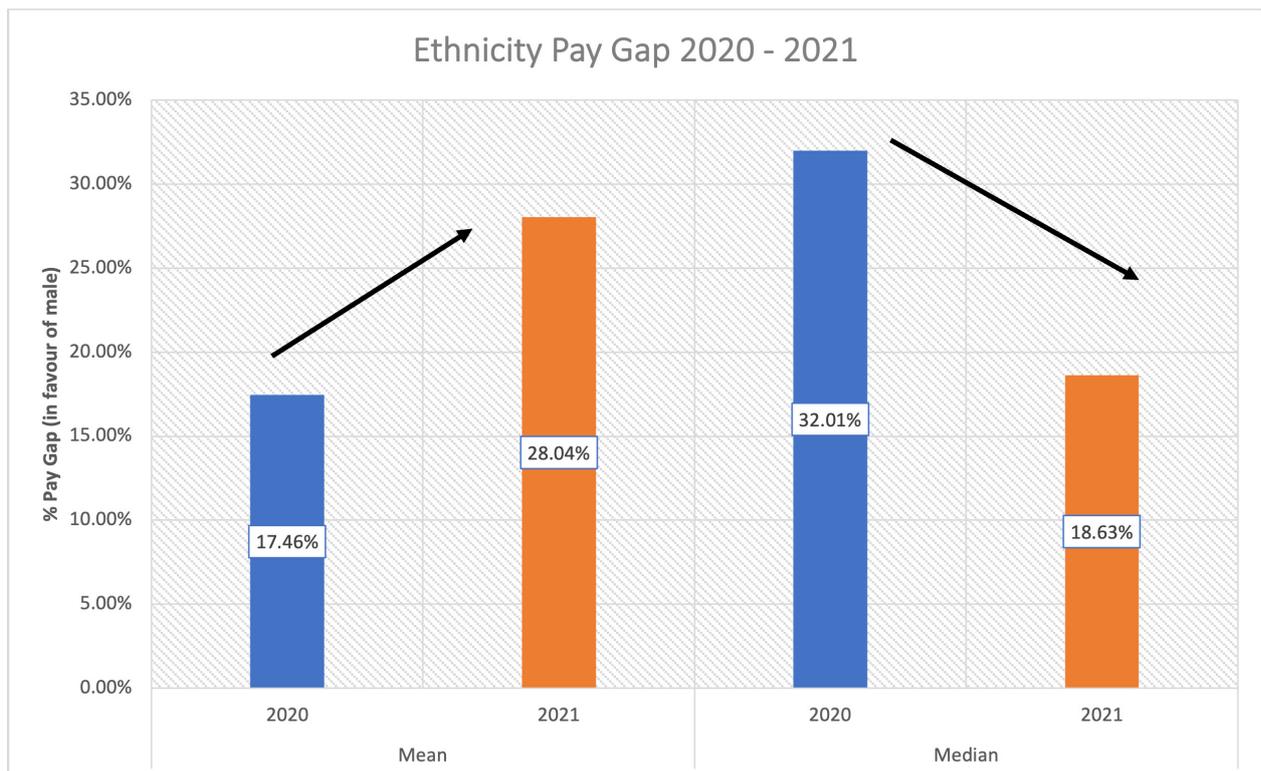
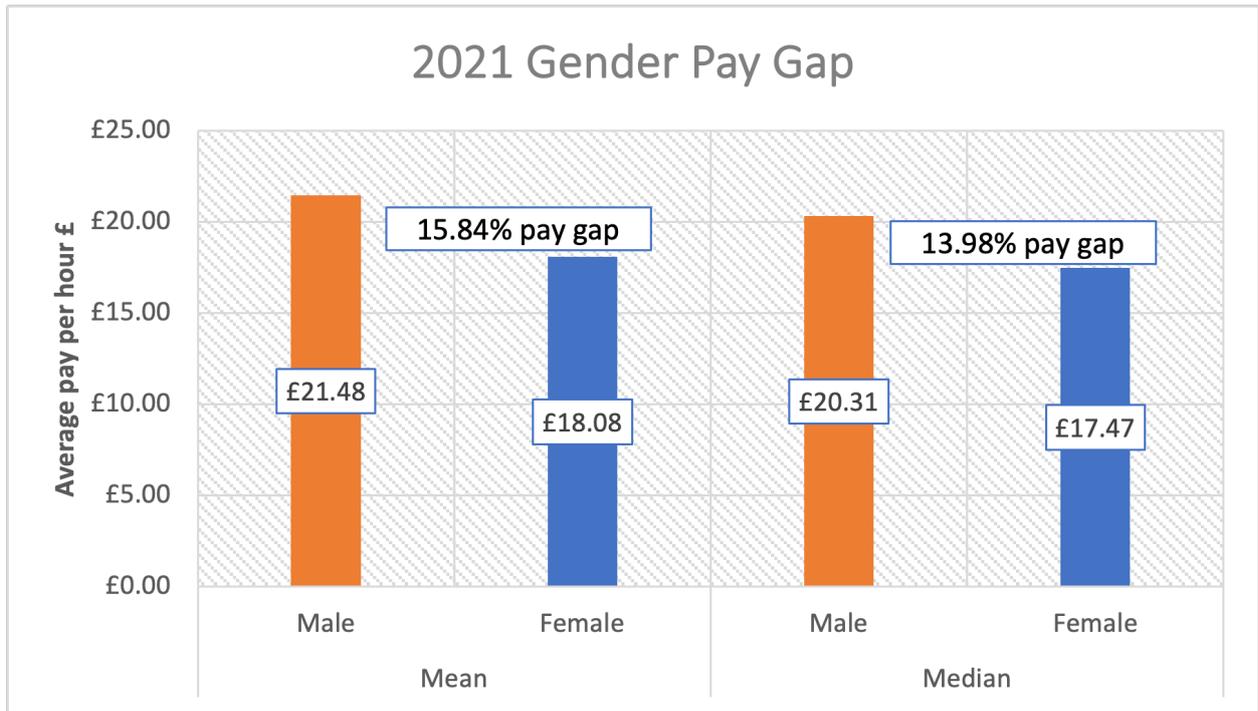
- o The mean ethnicity pay gap (in favour of White staff) increased from 17.46% in 2020 to 28.04% (by 10.58%), while the median ethnicity pay gap decreased from 32.01% in 2020 to 18.63% (by 13.38%). With only two years data it's difficult to conduct robust trend analysis, however these figures further affirm the importance of analysing discrepancies in pay by ethnicity on an ongoing basis.
- o The proportion of White and BAME colleagues receiving bonus pay both decreased from the 2020 figures – due to the aforementioned changes in bonuses allocated in 2020. The percentage of White staff paid bonuses decreased from 7.2% in 2020 to 3.34% and the

percentage of staff from a BAME background decreased from 1.3% in 2020 to 0.88%. Unlike the bonus figures allocated by gender, this year's decrease in bonuses still revealed an imbalance between percentages of White and BAME colleagues who receive them.

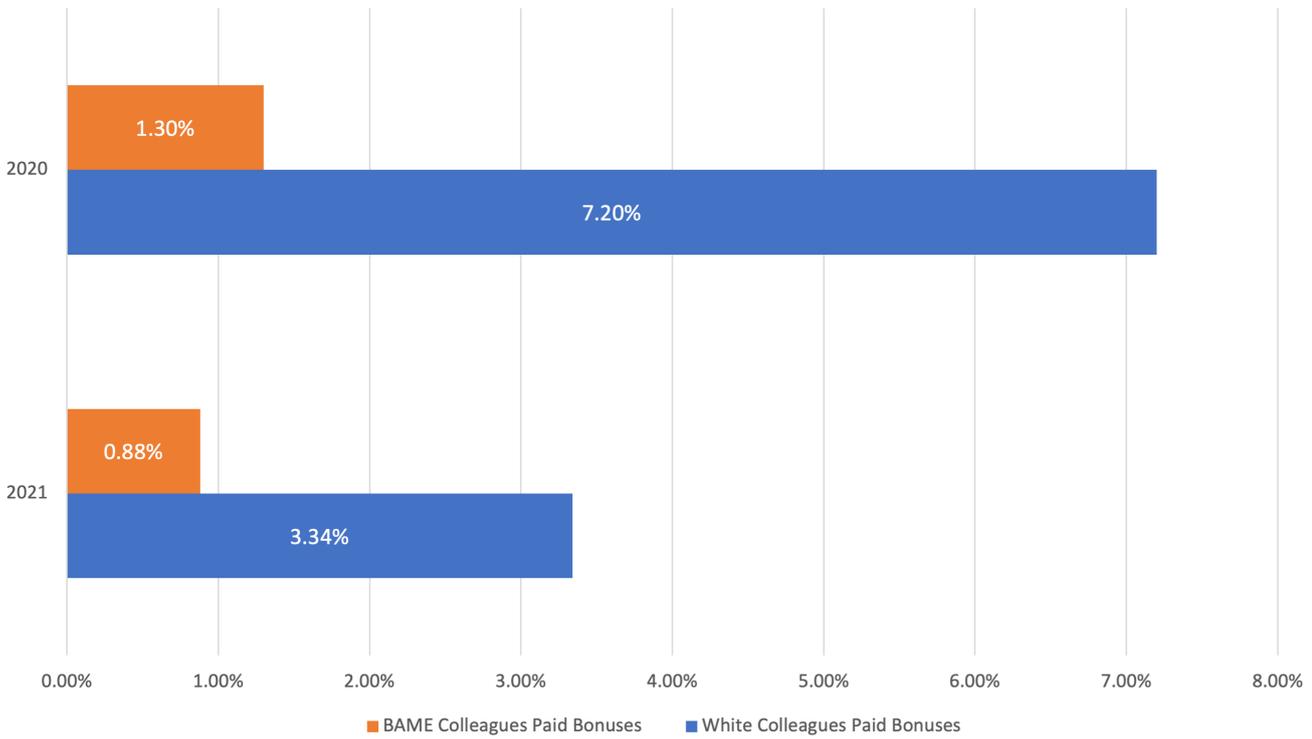
- o The mean and median bonus ethnicity pay gaps were also affected by the changes in bonuses allocated in 2020 – in favour of colleagues from Black, Asian, and Minority Ethnic backgrounds. The mean bonus ethnicity pay gap changed from 90% in 2020 to -49.43% and the median bonus ethnicity pay gap changed from 0% in 2020 to -372.06%. As with the changes in the gender bonus pay gap from last year, much of the change in these figures comes from changes in senior bonus allocation. If senior bonuses are to return, these figures will most likely return to be in favour of White colleagues, due to a lack of representation of BAME colleagues in leadership roles.
- o A lack of representation of BAME colleagues across all quartiles contributes to the ethnicity pay gap, but particularly in the upper quartiles, where we have only 16.8% BAME colleagues in quartile 3 and 13% in quartile 4.
- o The more detailed ethnicity pay gap analysis breaks down the quartile distribution further, showing a higher representation of Asian colleagues across the quartiles than those from Black, Mixed, or Other Ethnic Minority backgrounds. Representation for each ethnic minority group decreases from quartile 1 up to quartile 4, the most dramatically being Asian colleagues (16% in quartile 1 and 6% in quartile 4) and Black colleagues (10% in quartile 1 and 4% in quartile 4).

- o The mean and median ethnicity pay gaps by specific ethnic groups are directly correlated to this quartile distribution, namely that White individuals (the largest category) dominate most grades, but especially the higher-level roles.
- o Intersectional pay gap analysis, which explores differences in pay by gender/ethnic groups, is crucial for our work on both Athena SWAN and the Race Equality Charter, which seek to take an

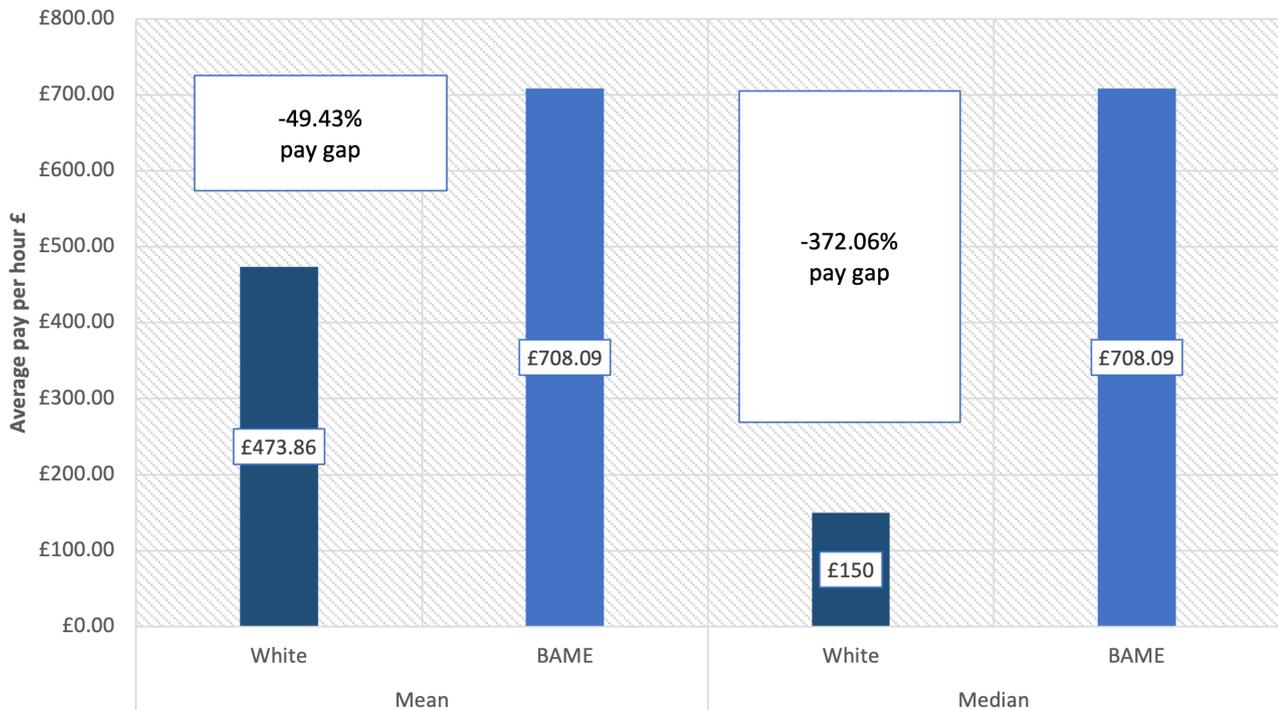
intersectional lens in understanding inequalities amongst St Mary's community members. However, the relatively low numbers of BAME members of staff, when broken down into more detailed ethnicity categories and then by gender, means that the analysis needs to be viewed with caution, as outlying salaries, etc. can greatly affect the mean figures. Comparing this more granular analysis year on year will paint a more statistically significant picture of differences in pay across gender/ethnicity groups.



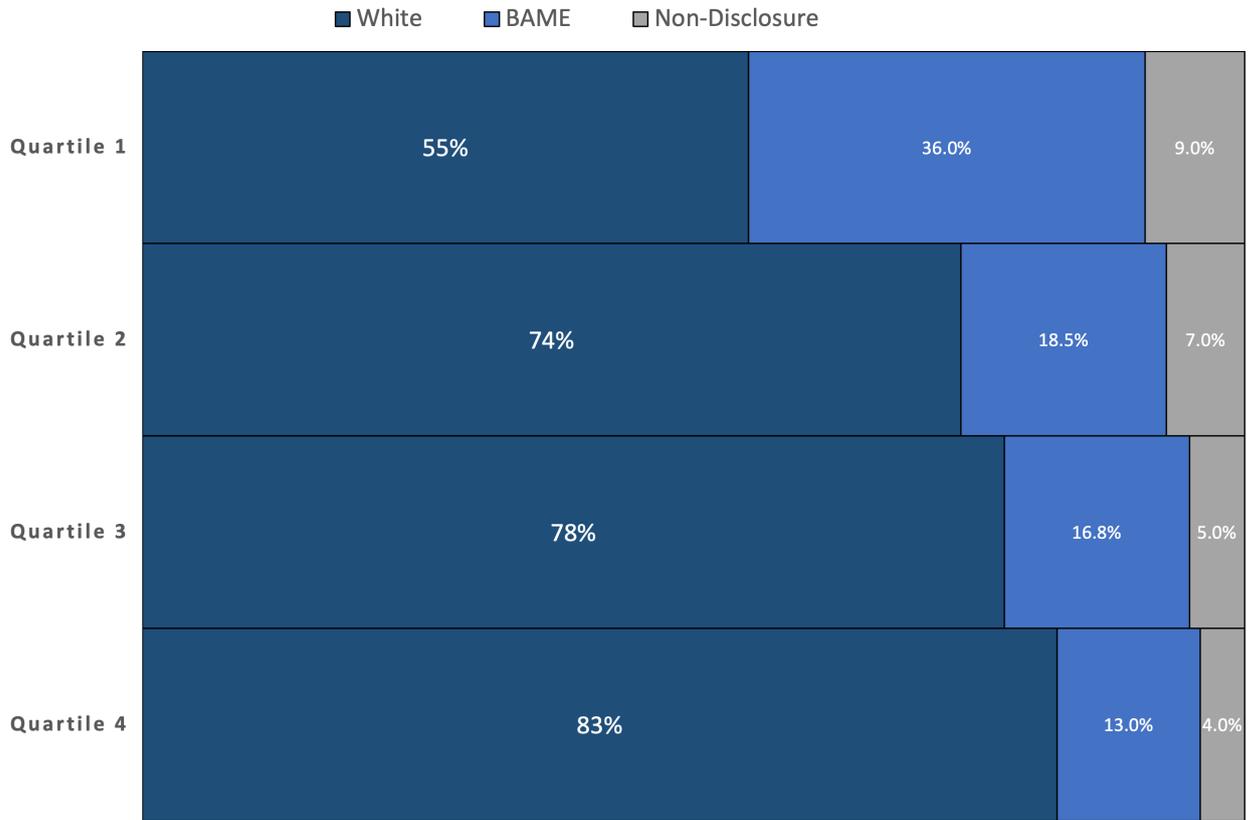
### Proportion of White and BAME Employees Receiving Bonus Pay 2020 - 2021



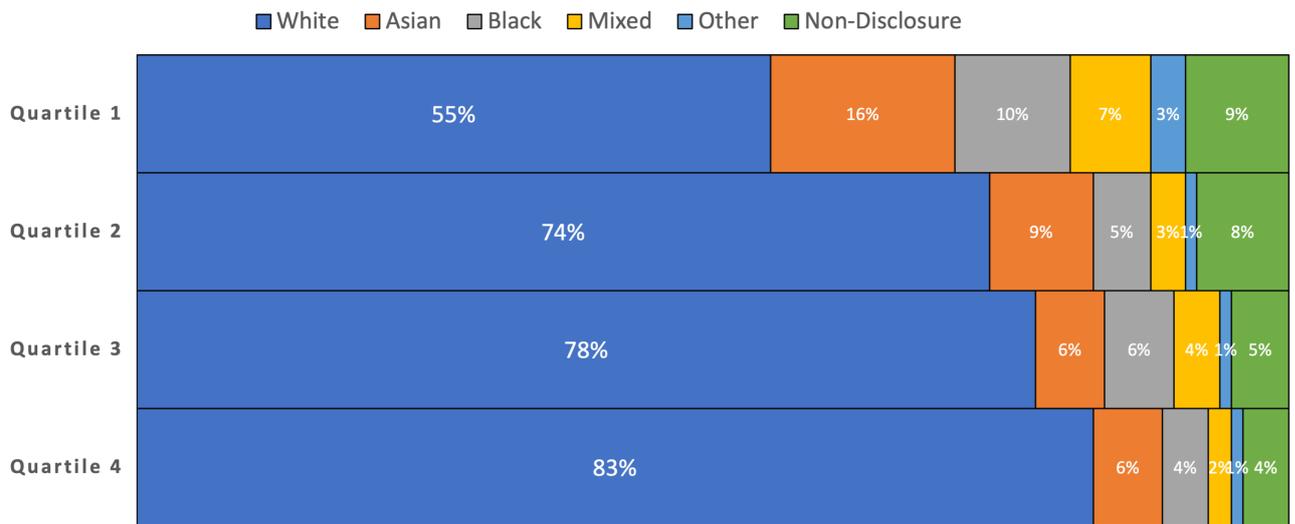
### 2021 Ethnicity Bonus Pay Gap

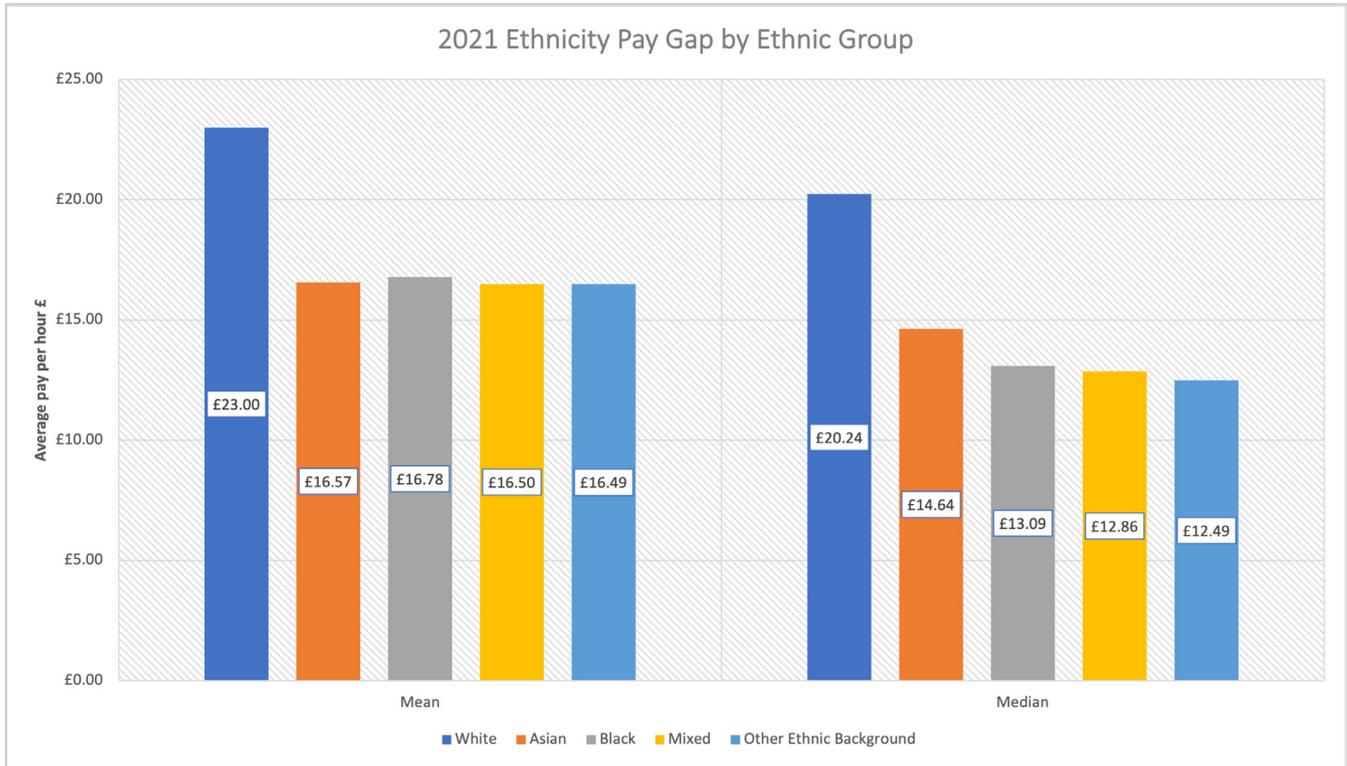


## PROPORTION OF WHITE AND BAME EMPLOYEES IN FOUR NATIONAL QUARTILE PAY BANDS



## PROPORTION OF EMPLOYEES BY ETHNIC GROUP IN FOUR NATIONAL QUARTILE PAY BANDS 2021





## 2021 Mean & Median Pay Gap by Gender/Ethnic Group

Ethnicity/Gender Group	Average Hourly Rate	Mean % difference to White Male	Median Hourly Rate	Median % difference to White Male
White Male	£22.48	-	£20.88	-
Black Male	£20.61	8.3%	£20.31	2.7%
Other Ethnic Background Female	£18.97	15.6%	£18.59	11.0%
White Female	£18.19	19.1%	£18.53	11.3%
Asian Male	£17.53	22.0%	£17.75	15.0%
Asian Female	£16.24	27.8%	£13.07	37.4%
Mixed Male	£16.20	27.9%	£13.02	37.6%
Mixed Female	£16.15	28.2%	£12.69	39.2%
Black Female	£14.73	34.5%	£11.65	44.2%
Other Ethnic Background Male	£13.81	38.6%	£10.75	48.5%

# The University's Work on Bridging the Gender and Ethnicity Pay Gaps

The University is committed to bridging its gender and ethnicity pay gaps and continues to work through the actions identified and implemented from the 2020 Gender/Ethnicity Pay Gap report (published in October 2021). There has been progress and we acknowledge impact of these actions will be more evident over time.

The 2021 Gender Pay Gap report recommends the following actions:

- o Provide 1:1 and/or small group sessions for female Academic colleagues considering applying for academic promotion to help with preparations for the process, answer any questions, and coordinate support or mentorship that may better facilitate increased applications and success rates within the process.
- o Embed inclusive hiring practices into hiring manager and interview panellist training (for posts at all levels) to help ensure processes are free from bias and driven by inclusive practices.
- o Continue engaging the Equality, Diversity, and Inclusion Staff Board – and especially the Women's Network – to bring a community wide approach to closing the gender pay gap.
- o Work with the Athena SWAN Self-Assessment Team (SAT) and Race Equality Charter (REC) SAT to address both the gender pay gap and ethnicity pay gap using an intersectional lens.
- o Continue offering Women's Leadership Development programmes (including Aurora, Springboard, and the Women's Leadership Forum). Explore ways to monitor impact of programme participation in progression and retention at St Mary's.
- o Work alongside Athena SWAN Self-Assessment Team to ensure forthcoming Action Plan includes further action to support the development and progression of female employees in Quartiles 1 and 2.
- o Partner with colleagues in Estates & Campus Services to better understand development needs and ways Organisational Development can support career progression for staff in lower-level roles at the university.

The 2021 Ethnicity Pay Gap report recommends the following actions:

- o Conduct an internal evaluation of Advance HE's

Diversifying Leadership course to ensure the programme is a valuable investment for our Black, Asian, and Minority Ethnic colleagues. Continue finding ways to drive uptake of Women's Leadership programmes Aurora and Springboard by women from BAME backgrounds at St Mary's.

- o Work with the REC SAT to ensure questions about barriers to promotion and progression are included in forthcoming focus groups, seeking to better understand the lived experiences of Black, Asian, and Minority Ethnic colleagues (both Academics and those in Professional Services) and any barriers to progression within our existing systems.
- o Provide 1:1 and/or small group sessions for BAME Academic colleagues considering applying for academic promotion to help with preparations for the process, answer any questions, and coordinate support or mentorship that may better facilitate increased applications and success rates within the process.
- o Work with the REC SAT to draw together datasets from across the employee lifecycle (including recruitment, induction, development, appraisal, promotion, and pay) to recognise trends and areas for change to both close the pay gap and promote broader race equality for staff at St Mary's. oContinue conducting Ethnicity Pay Gap analysis, including both detailed analysis by ethnic group and the intersection of gender and ethnicity, on an ongoing basis. Ensure all members of senior leadership are aware of the significant discrepancies in pay and representation by specific ethnic group as detailed in this report.
- o Continue working with the REC SAT to garner feedback and suggestions as to what additional EPG analysis will help St Mary's better understand pay inequalities and root causes for such inequalities.
- o Embed inclusive hiring practices into hiring manager and interview panellist training (for posts at all levels) to help ensure processes are free from bias and driven by inclusive practices.

Though this is only the second joint Gender/Ethnicity report for St Mary's, the University recognises there is still much work to be done in order to understand why these gaps in pay exist, and what specific actions need to be taken to close them. Progress will take time, but guidance and support from the HR team and members of our Athena SWAN & Race Equality Charter Self-Assessment Teams will continue to drive our efforts to make meaningful change in enhancing the equality of representation, promotion and success for all colleagues, regardless of gender or race, at St Mary's.

If you have any questions about the information outlined here, subsequent action plans, or ways to get involved, please email [equalitycharters@stmarys.ac.uk](mailto:equalitycharters@stmarys.ac.uk).



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