

St Mary's
University
Twickenham
London



St Mary's University

Gender and Ethnicity Pay Gap Report

2023

2023 Gender and Ethnicity Pay Gap Report*

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, underpin our commitment to better understanding and removing pay inequalities resulting from a person's gender or ethnicity.

Analysing gender and ethnicity pay information is one of the main ways employers can identify and investigate disparities in the average pay between gender and ethnic groups in their workforce. It is already a statutory requirement for employers with at least 250 employees to measure and report gender pay gaps. While ethnicity pay reporting is voluntary, many employers already report on their ethnicity pay data but have not had any government guidance on how to report until April 2023, when guidance was published, setting out a consistent approach to measuring pay differences.

We are proud to now be in our fifth year of completing gender pay gap (GPG) analysis, and our third year of completing ethnicity pay gap (EPG) analysis. This is also the second year of providing intersectional pay gap analysis by gender/ethnic group. As members of both Advance HE's Athena SWAN charter and the Race Equality Charter, we recognise the vital importance of understanding systemic barriers to equality as an organisation, of which differences in pay is just one.

Although the government guidance on EPG reporting focuses on pay differences between BAME and White employees, this can be problematic in that it portrays a false homogeneity of experience across a vast array of ethnic groups. At St Mary's, we also examine the EPG for each ethnic group as defined by the ONS – Asian, Black, Mixed, and Other. 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 2023.*

2023 Highlights

This past year has marked a tremendous milestone in our EDI goals – we were awarded Athena SWAN Bronze award in April 2023, and our Race Equality Charter (REC) Bronze Award in January 2024.

The action plan from the Athena Swan submission is being taken forward by the recently formed Gender Equality Steering Group. Our action plan focusses on our seven intentions: Embed Gender Equality into the Governance, Culture, and Recognition Structures at St Mary's; Improve Outcomes by Gender within Student Programmes; Develop a Strong Pipeline of Female Staff Ready to Take on Leadership Roles; Align Academic Promotion, Appraisal, Workload Model, and Research Tariff Allocation Processes to Value Citizenship Tasks; Remove Barriers to Career Progression for Staff with Caring Responsibilities; Build a University-Wide Culture of Gender Equality; and increasing the Gender & Racial Diversity of Key University Decision-Makers.

Our recent Race Equality Charter submission was successful, and we were awarded the Bronze Award in January 2024. Our REC Action Plan has many actions to improve the experience and representation of BAME staff and students at St Mary's, including improving the representation of BAME staff at senior levels; increasing the number of BAME academic representation; making our curricula more diverse and inclusive; developing an inclusive culture that promotes a sense of belonging for our BAME students; and improving outcomes by race in student programmes. We are committed to implementing this action plan, improving the experiences of our Black, Asian, and minority ethnic staff and students.

What is the Gender Pay Gap?

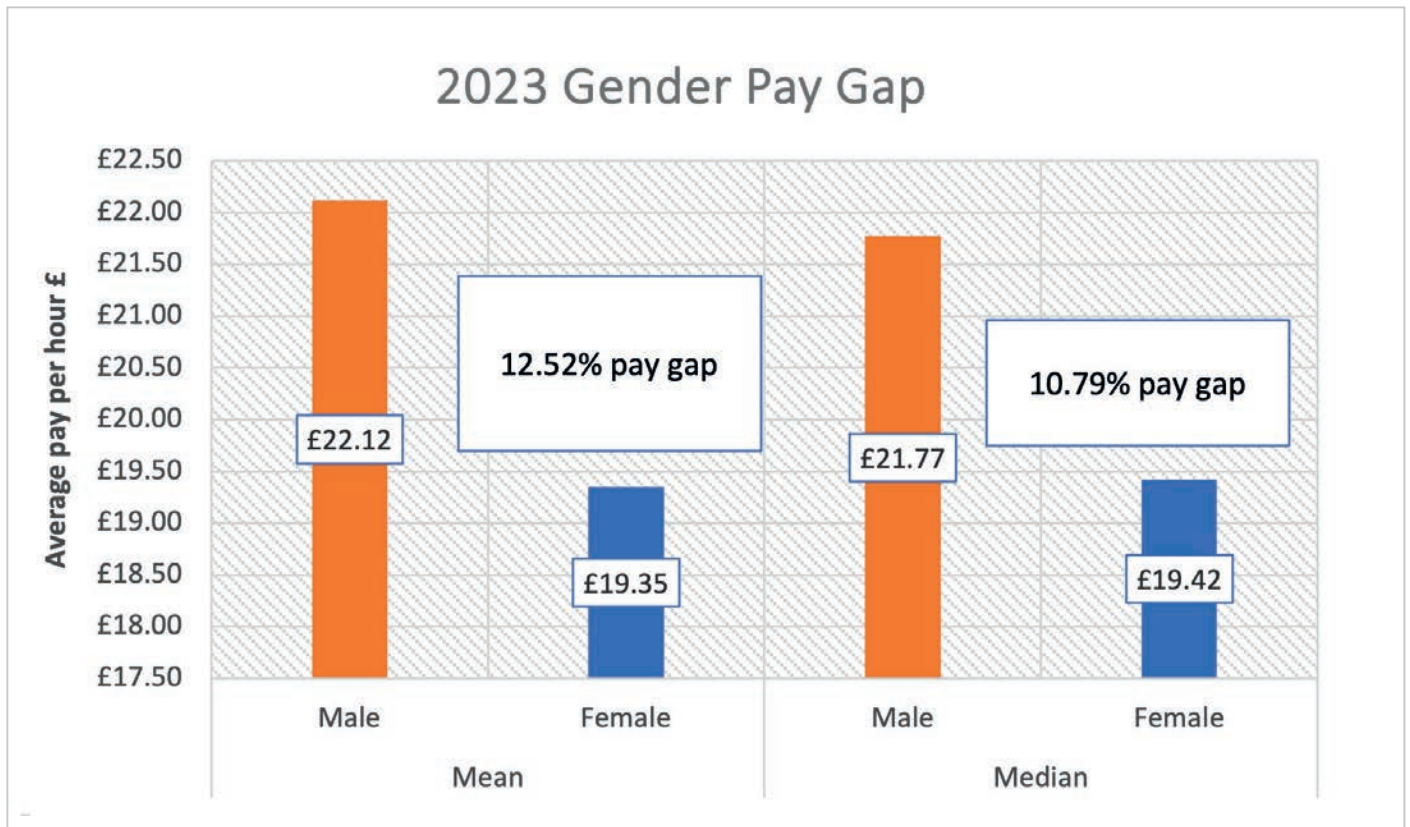
The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, introduced in March 2017, requires all relevant public bodies, including Universities, to publish its gender pay gap (GPG) information. The legislation aims to increase transparency around gender pay differences to end the 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.

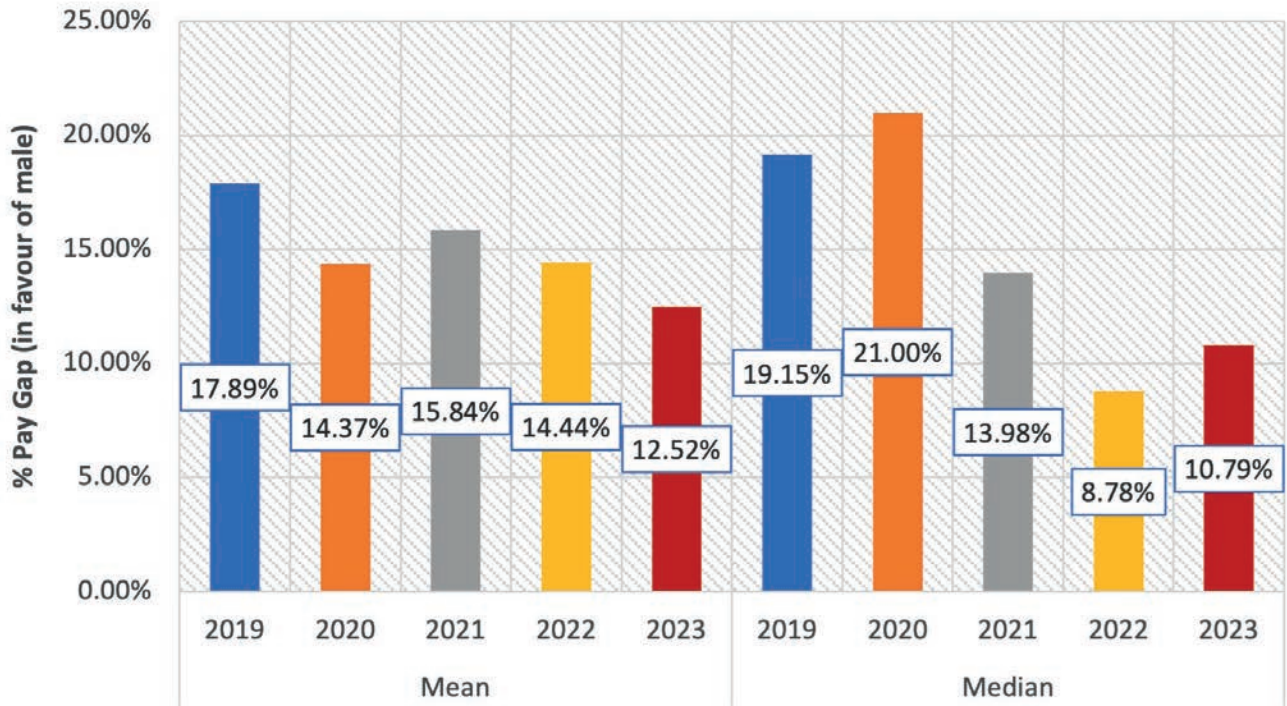
Gender Pay Gap Key Statistics and Findings

- o The mean gender pay gap (in favour of male staff) decreased slightly from 14.44% (2022) to 12.52% (2023), while the median pay gap increased from 8.78% (2022) to 10.79% (2023).
- o The proportions of men vs. women receiving bonus pay increased for men from 3.55% (2022) to 8.05% (2023), and also for women, from 2.36% (2022) to 6.7% (2023). This is due to changes in the Senior Leadership Remuneration model – senior managers now receive non-consolidated performance related payments instead of performance being reflected in their annual pay award.
- o Our mean bonus pay gap increased from 42.91% (2022) to 48.89% (2023). This could be due to the composition of the senior management group.
- o Our median bonus pay gap decreased from 20% (2022) to 13% (2023).
- o On bonus pay, relatively small numbers of recipients results in fluctuations which make looking at trends difficult. There is a higher percentage of males receiving a bonus, which comprise of Outstanding Performance Awards, senior management performance related payments, as well as other ad hoc one off payments. Looking at the breakdown of senior management bonuses (SLT & SLRM) – which are the only categories covered by agreed payment models, 18 of the 32 individuals (56%) in this category are female. When you look at the SLT on its own, however, only 1 of the 4 members (25%) is female.
- o 69% of those in Quartile 1 are female (and 62% of Q2 are females), compared to 49% in Quartile 4. Our GPG does not stem from pay inequality but instead continues to be the result of the different types and seniority of the roles in which men and women at St Mary’s tend to work. We have a disproportionately high number of females employed in grades A – D (i.e. Catering Assistant, Cleaner, Student Ambassador, and Administrator), which make up Q1 and Q2
- o We are proud to be an accredited London Living Wage employer, and as such agree to ensure that the LLW is the minimum hourly rate paid to its employees, which benefits our staff in grades A – C.
- o Looking at the breakdown of contract type, 34% of females are on casual/zero hour contracts, compared to 33% males. Using the ONS definition of “part time” (less than 30 hours per week), 23% of women are part time, compared to 16% of males.

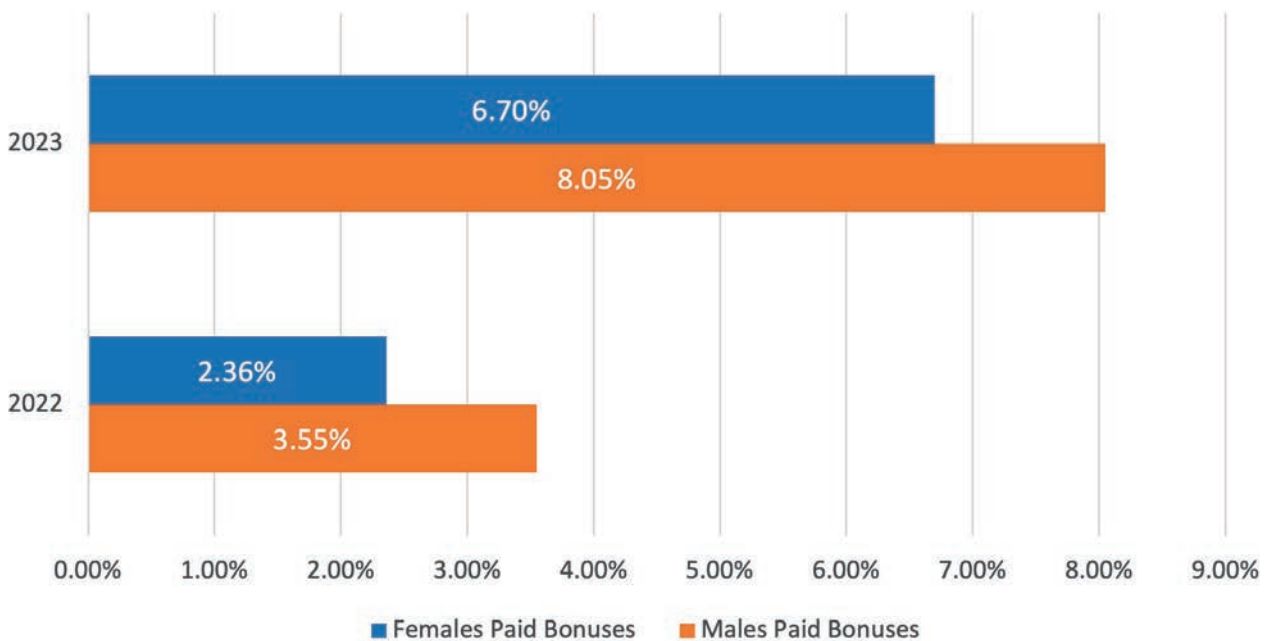
St Mary’s University Gender Pay Gap Metrics



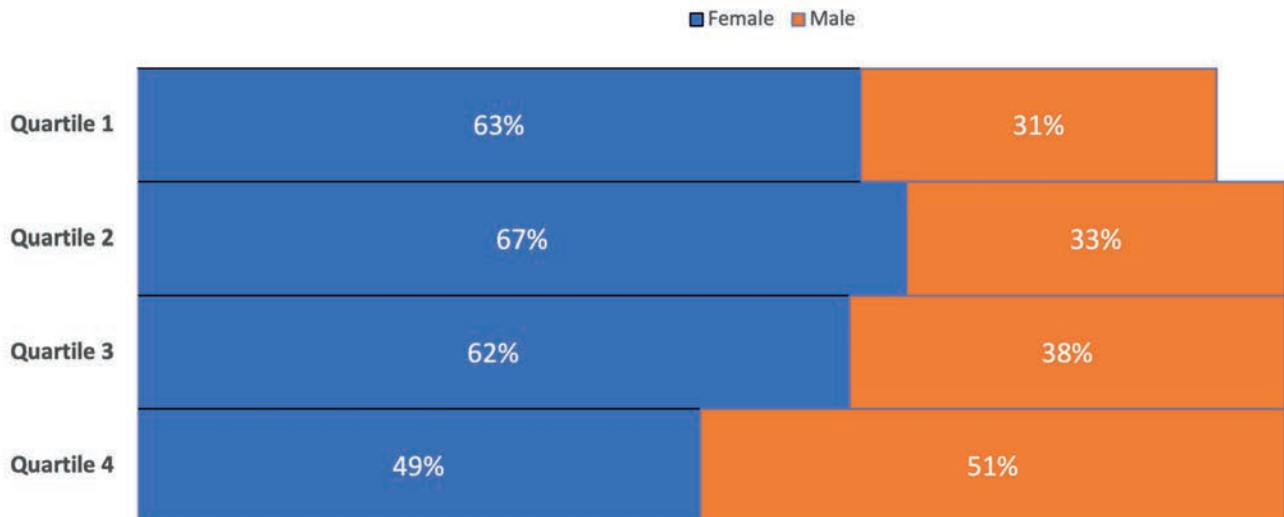
Gender Pay Gap 2019 - 2023



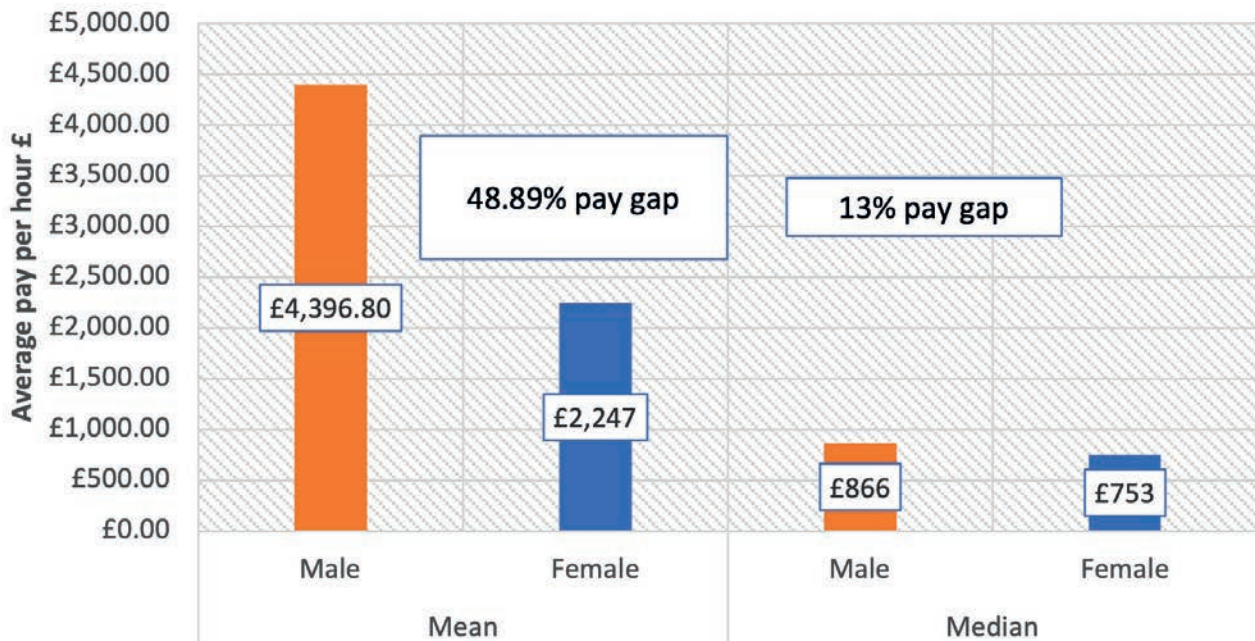
Proportion of Female and Male Employees Receiving Bonus Pay 2022-2023



Proportion of Female and Male Employees in Four National Quartile Pay Bands 2023



2023 Gender Bonus Pay Gap



What is the Ethnicity Pay Gap?

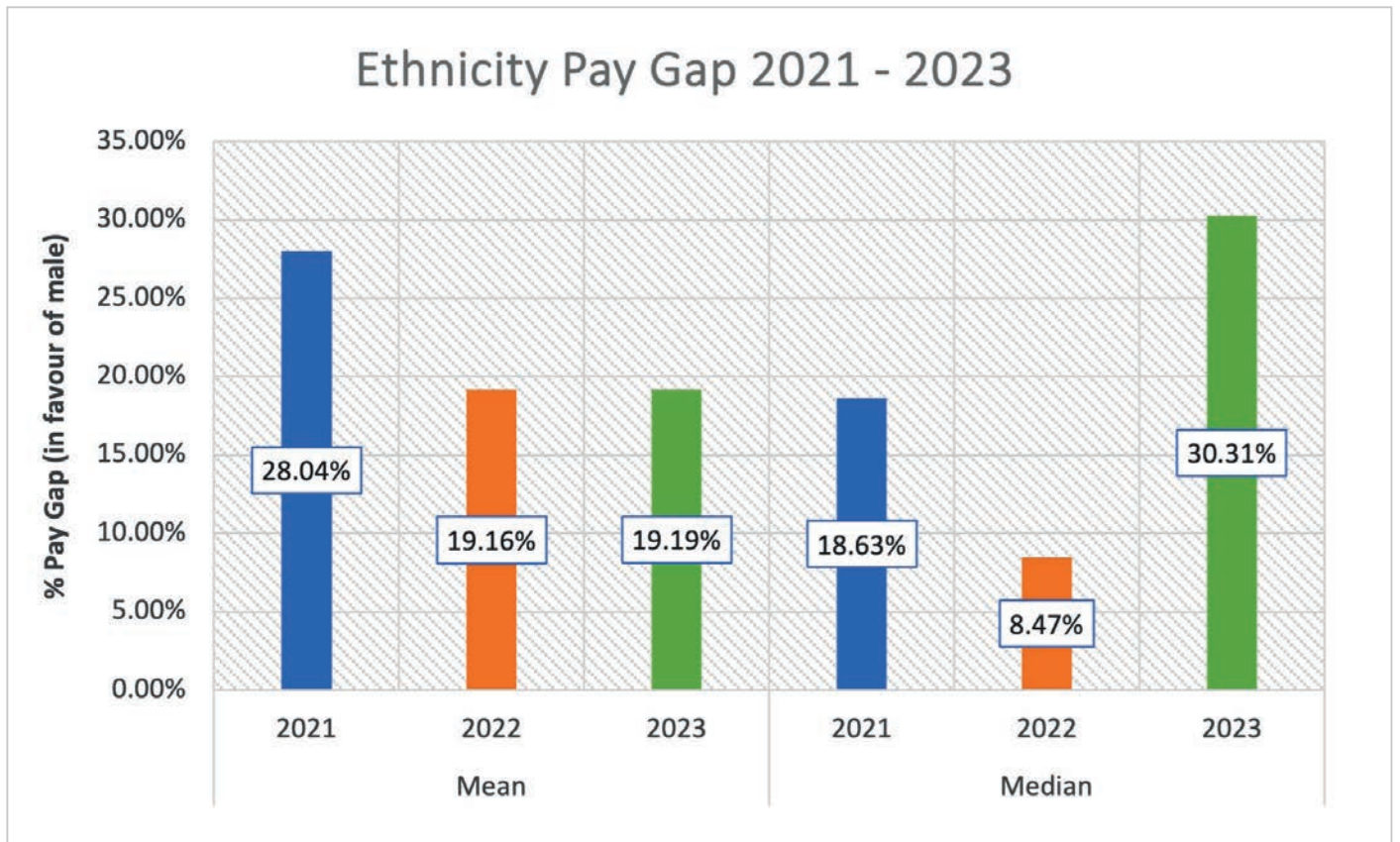
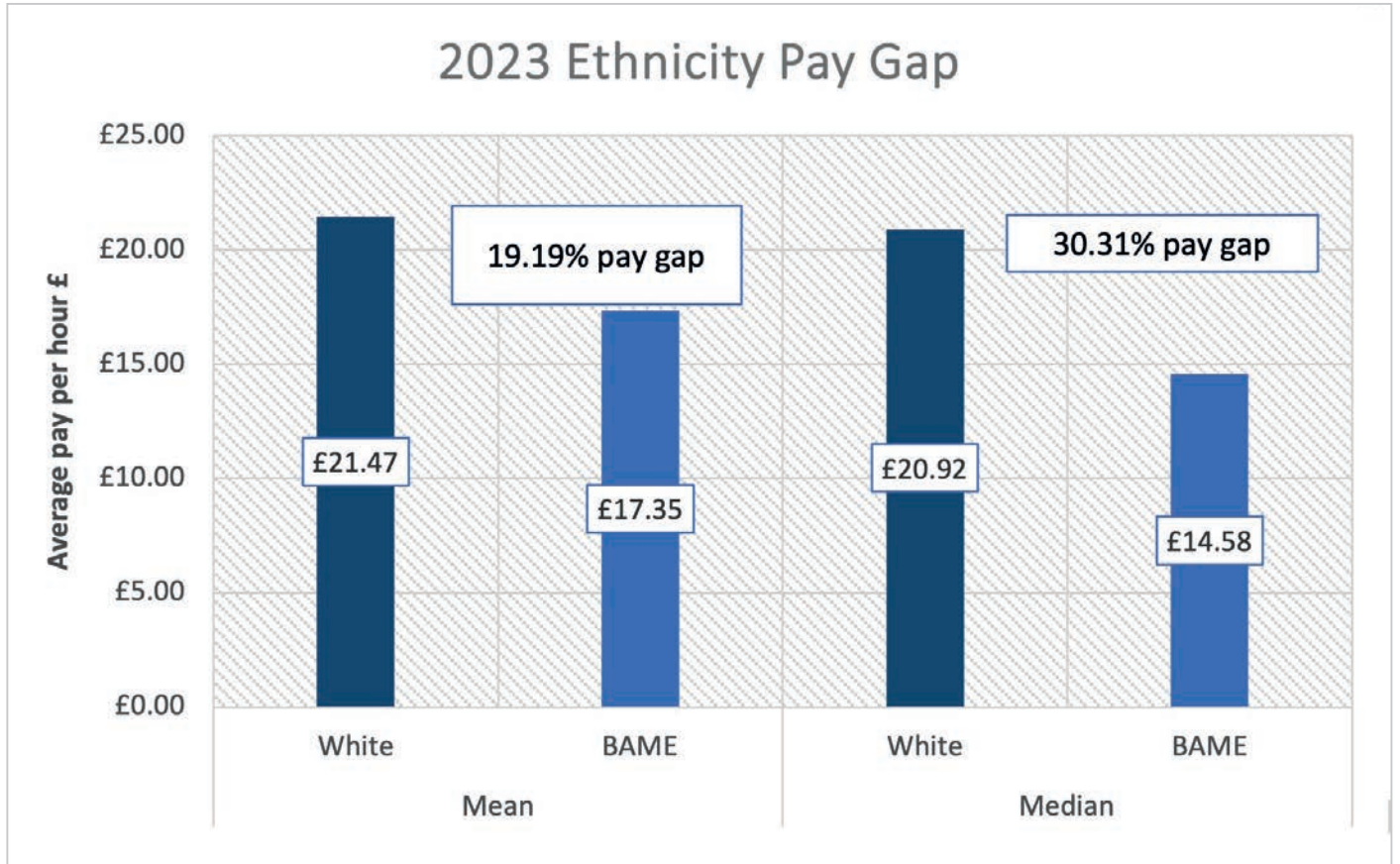
The 'Ethnicity pay gap' (EPG) is a measure of the difference between the average hourly pay of staff identifying as Black, Asian and Minority Ethnic (BAME) and staff identifying as White across the whole organisation. The Government introduced guidance on EPG reporting in April 2023 – confirming that the same methodology was to be used as for GPG reporting.

Intersectional analysis – this is the second year that we've completed more detailed analysis using an intersectional approach to better understand difference in pay between groups doing the same job. We are starting to build trend analysis, however, with the relatively small numbers in each group, slight changes can result in major fluctuations, so any analysis needs to be looked at with caution.

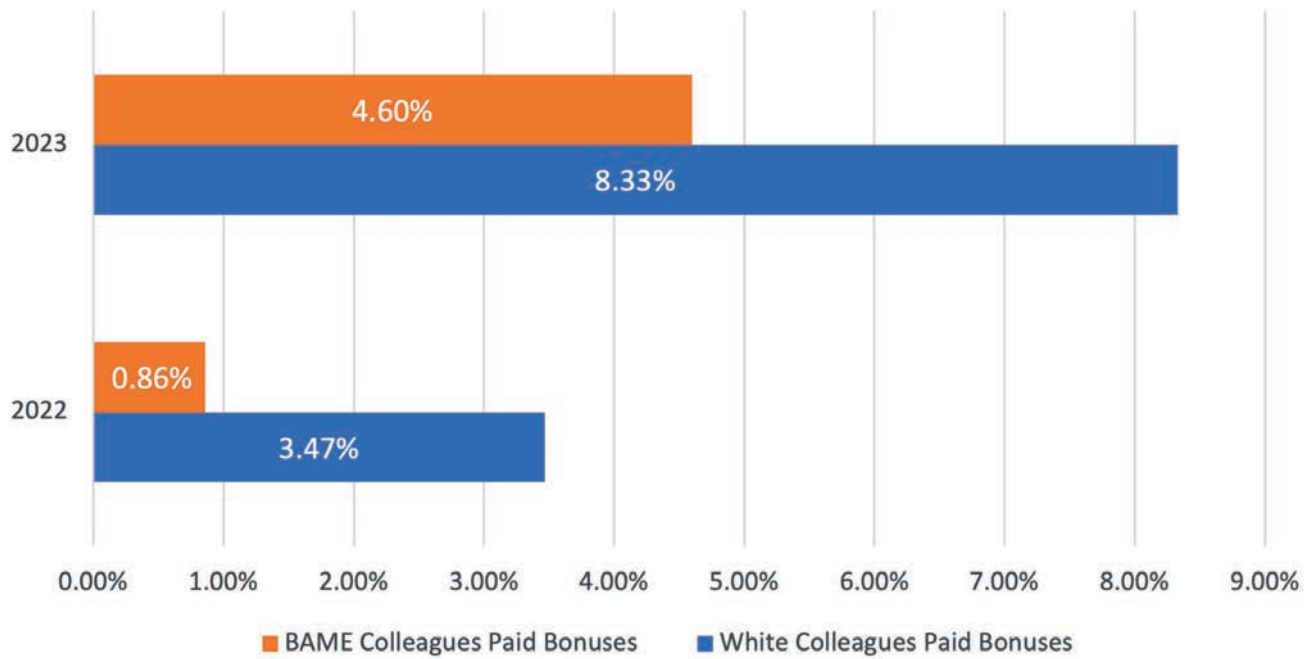
Ethnicity Pay Gap Key Statistics and Findings

- o 23% of our employees are of BAME ethnicity (21% in 2022)
- o Non-disclosure figures reduced from 6% (2022) to 3.2% (2023) so our ethnicity disclosure rate is 97%.
- o The mean ethnicity pay gap (in favour of White staff) increased slightly from 19.16% (2022) to 19.19% (2023), while the median pay gap increased from 8.47% (2022) to 30.31% (2023). BAME individuals make up 23% of St Mary's workforce, so any changes in the spread/concentration/number of this group can have a significant effect on the figures – there was a 10% increase in the number of BAME employees in Quartile 2, which would have impacted the median figure.
- o White individuals dominate all quartiles, especially Q3 & Q4, which naturally affects both the Mean Ethnicity Pay Gap and Median Ethnicity Pay Gap
- o The reduction in BAME representation in Q3, and the increased representation in Q2 has resulted in a substantial increase in the Median EPG.
- o The distribution and decreasing level of diversity at senior levels is a significant cause for the ethnicity pay gap. The need to diversify leadership at St Mary's in terms of gender and ethnicity has been made increasingly clear across our Gender/Ethnicity Pay Gap Reports and Athena SWAN and Race Equality Charter data analysis.
- o The proportions of White staff vs. BAME staff receiving bonus pay increased for White staff from 3.47% (2022) to 8.33% (2023), and also for BAME staff, from 0.86% (2022) to 4.60% (2023). This is due to changes in the Senior Leadership Remuneration model – senior managers now receive non-consolidated performance related payments instead of performance being reflected in their annual pay award.
- o Our mean bonus pay gap increased from 65.24% (2022) to 79.73% (2023). This could be due to the composition of the senior management group. Senior staff (SLT & SLRM) are eligible for performance related bonuses – there are c32 individuals in SLRM & SLT, only one individual is of BAME background. This underrepresentation of BAME individuals in leadership (and therefore eligible for these bonuses) affects the percentages of staff groups paid bonuses.
- o Our median bonus pay gap decreased from 39.33% (2022) to 39.17% (2023).

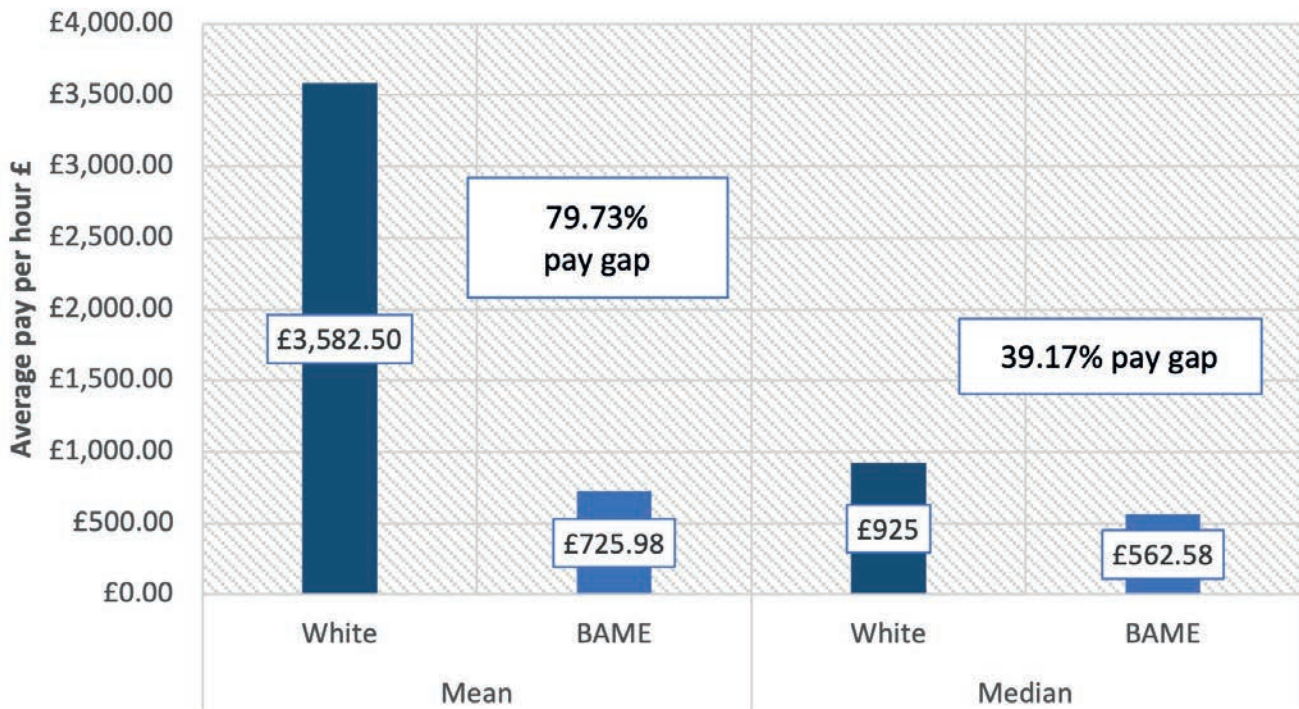
St Mary's University Ethnicity Pay Gap Metrics



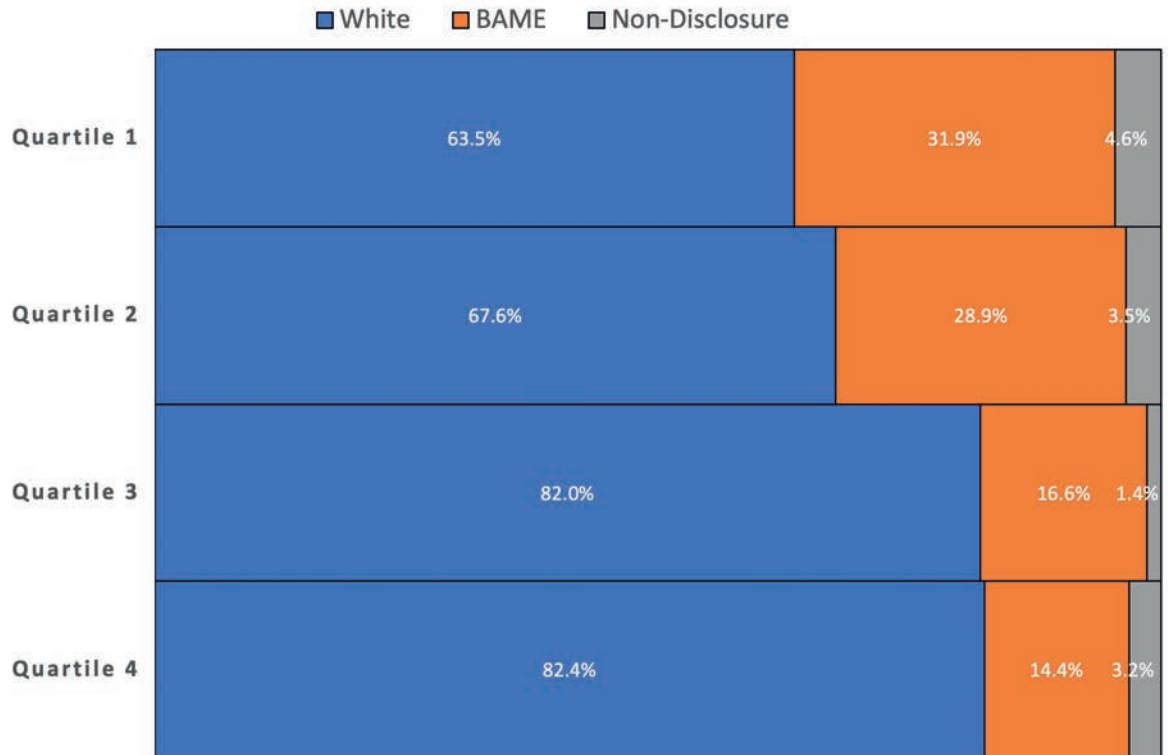
Proportion of White and BAME Employees Receiving Bonus Pay 2022-2023



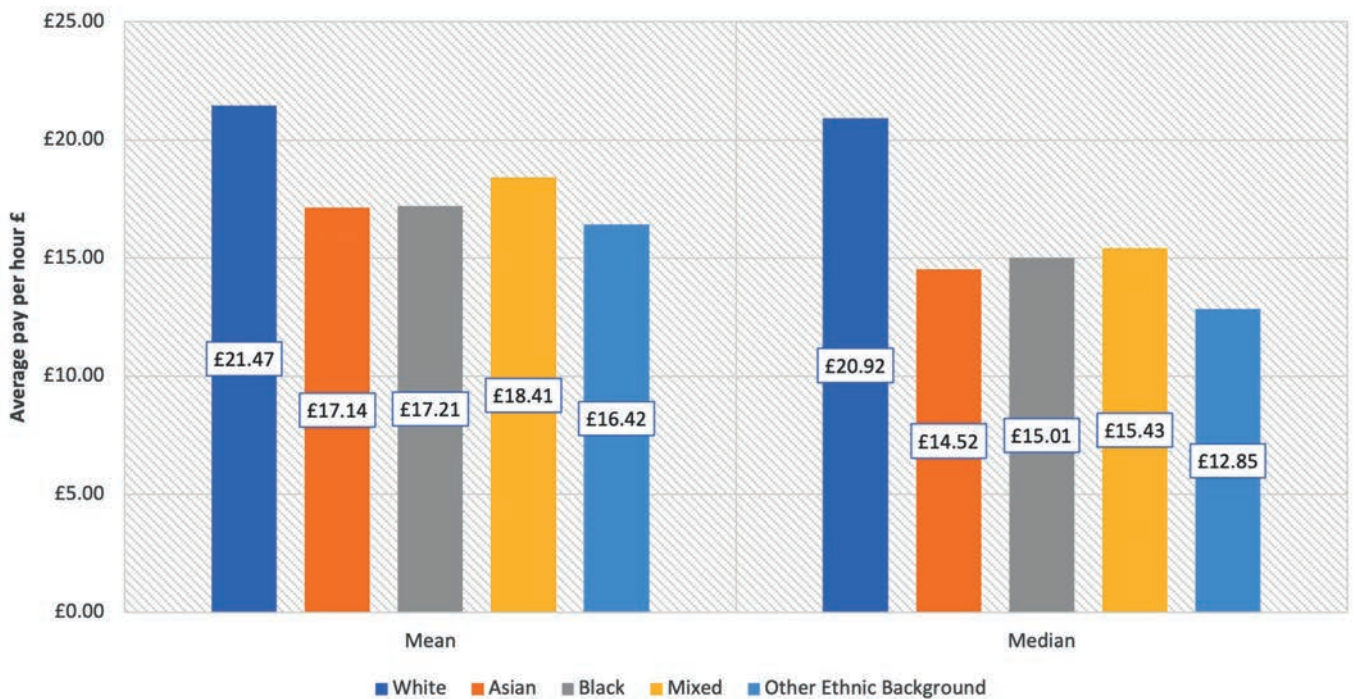
2023 Ethnicity Bonus Pay Gap



PROPORTION OF WHITE AND BAME EMPLOYEES IN FOUR NATIONAL QUARTILE PAY BANDS 2023



2023 Ethnicity Pay Gap by Ethnic Group



2023 Mean Ethnicity Pay Gap

Gender	Ethnicity	Hourly Rate	SMU grade	Mean pay gap (in favour of White Males)
Male	White	£23.57	I	-
Female	White	£20.03	H	-15.05%
Female	Mixed	£19.75	H	-16.23%
Female	Other	£19.02	G/H	-19.31%
Male	Black	£19.01	G/H	-19.37%
Male	Asian	£17.67	G	-25.06%
Female	Asian	£16.84	F/G	-28.55%
Female	Black	£15.98	F	-32.23%
Male	Mixed	£15.81	F	-32.93%
Male	Other	£13.50	D/E	-42.72%

2023 Median Ethnicity Pay Gap

Gender	Ethnicity	Hourly Rate	SMU grade	Mean pay gap (in favour of White Males)
Male	White	£22.32	I	-
Female	Mixed	£19.97	H	-10.53%
Female	Other	£19.97	H	-10.53%
Female	White	£19.97	H	-10.53%
Male	Black	£17.05	F/G	-23.61%
Male	Asian	£14.58	E	-34.68%
Female	Asian	£14.45	E	-35.26%
Female	Black	£14.21	E	-36.36%
Male	Mixed	£12.90	D	-42.20%
Male	Other	£11.85	C	-46.93%

Summary of actions in 2023

1. Our most significant action made after last year's report was submitting St Mary's first ever application for an Athena SWAN Bronze Award. The application contains a 4-year SMART action plan, which includes several actions aimed at further closing our gender pay gap and is now being implemented by the recently formed Gender Equality Steering Group. This is a significant step forward for the University in systemically addressing issues of gender equality, including our gender pay gap.
2. Our recent Race Equality Charter submission was successful, and we were awarded the Bronze Award in January 2024. Whilst the action plan will be implemented starting in the coming year, some of the actions we have highlighted in 2023 are intersectional.
3. This year we funded an additional five places on Advance HE's Aurora Programme (with 40% of delegates from a BAME background), and 13 on the Springboard programme (with 38% of delegates from a BAME background), both are personal development programmes for women. The Learning and People Development (L&PD) team encouraged Aurora participants to discuss their learning from the programme with their line managers and identify opportunities to put their learning into practice. We have also incorporated positive action measures in this year's Aurora recruitment to encourage more women from Black, Asian, and Minority Ethnic backgrounds to apply (as was outlined in our Race Equality Charter action plan).
4. We have 8 members of staff enrolled in London Higher's Global Majority Mentoring Programme (GMMP), providing mentoring/mentees to our Black, Asian and minority ethnic staff members.
5. For this year's academic promotion round, we implemented several changes as outlined in our Gender Equality Steering Group action plan, including:
 - a. The introduction of the Professional Practice Pathway has increased the proportion of academic promotion applications from female staff.
 - b. The feedback applicants receive from the University Promotions Committee is being enhanced.
 - c. HR have proactively written to female members of staff (and other staff with protected characteristics) who are at the top of their pay band who might be considering an application for promotion, signposting all the support that is available to them with regards to academic promotion
 - d. Successful applicants for promotion have led workshops for staff to share experience and best practice (female and BAME staff).
 - e. Academic Promotions policy and guidance documents were reviewed and amended to include inclusive wording.
 - f. Tasks disproportionately carried out by female and BAME staff (citizenship, mentorship, and enhancement of student experience) are now included in the Academic Promotions Guidance.
 - g. HR coordinated academic promotion workshops with colleagues and global mentoring scheme, and we hosted a presentation from CTESS to clarify the academic promotion process.
6. Feedback on all development activities now include both gender and ethnicity demographic questions, enabling us to track and evaluate the effectiveness of various training activities for different minority groups.
7. Our six EDI staff networks have been consulted with regards to our new Family Friendly Hub of HR policies and guidance, and with the incoming Flexible Working Policy. Our menopause policy has been introduced to better support and recognise the experiences of staff going through menopause and is actively promoted through new staff induction and manager induction.
8. Continued engagement with the newly merged Staff and Student EDI Board, with active involvement from both the Women's and Race Equity Staff Networks. There is now an EDI Network Award as part of the Outstanding Performance Award scheme, where staff's EDI contributions are recognised.



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