

St Mary's
University
Twickenham
London



St Mary's University

Joint Gender Pay Gap and Ethnicity Pay Gap High Level Report

2023

Joint Gender Pay Gap and Ethnicity Pay Gap High Level Report – January 2023

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.

We are proud to now be in our third year of completing pay gap analysis by **both gender and ethnicity***, and in our 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.

This past year has marked tremendous progress on the actions outlined in our **2022 Gender & Ethnicity Pay Gap report**, namely with **the submission of our first institutional Athena SWAN Bronze application**. The award application includes a 4-year SMART action plan, which includes several actions aimed at further closing our gender and ethnicity pay gaps through an intersectional lens (listed below). We also conducted St Mary's first ever race-focused survey for students and staff as part of the Race Equality Charter, including questions regarding progression and promotion, to help further identify root causes for our Ethnicity Pay Gap (EPG). The analysis of this survey data is informing the creation our Race Equality Charter 3-year SMART action plan.

This is also the second year we have broken down our ethnicity pay gap analysis by individual ethnic groups, which keeps us from solely relying on the acronym BAME (Black, Asian, and Minority Ethnic) when detailing differences in pay by ethnicity. This term 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, and is an approach recommended by the Chartered Institute of Personnel and Development (CIPD)¹.

**The gender pay and ethnicity pay metrics outlined are based on the University's pay data as at 31 March 2022.*

What is the Gender Pay Gap?

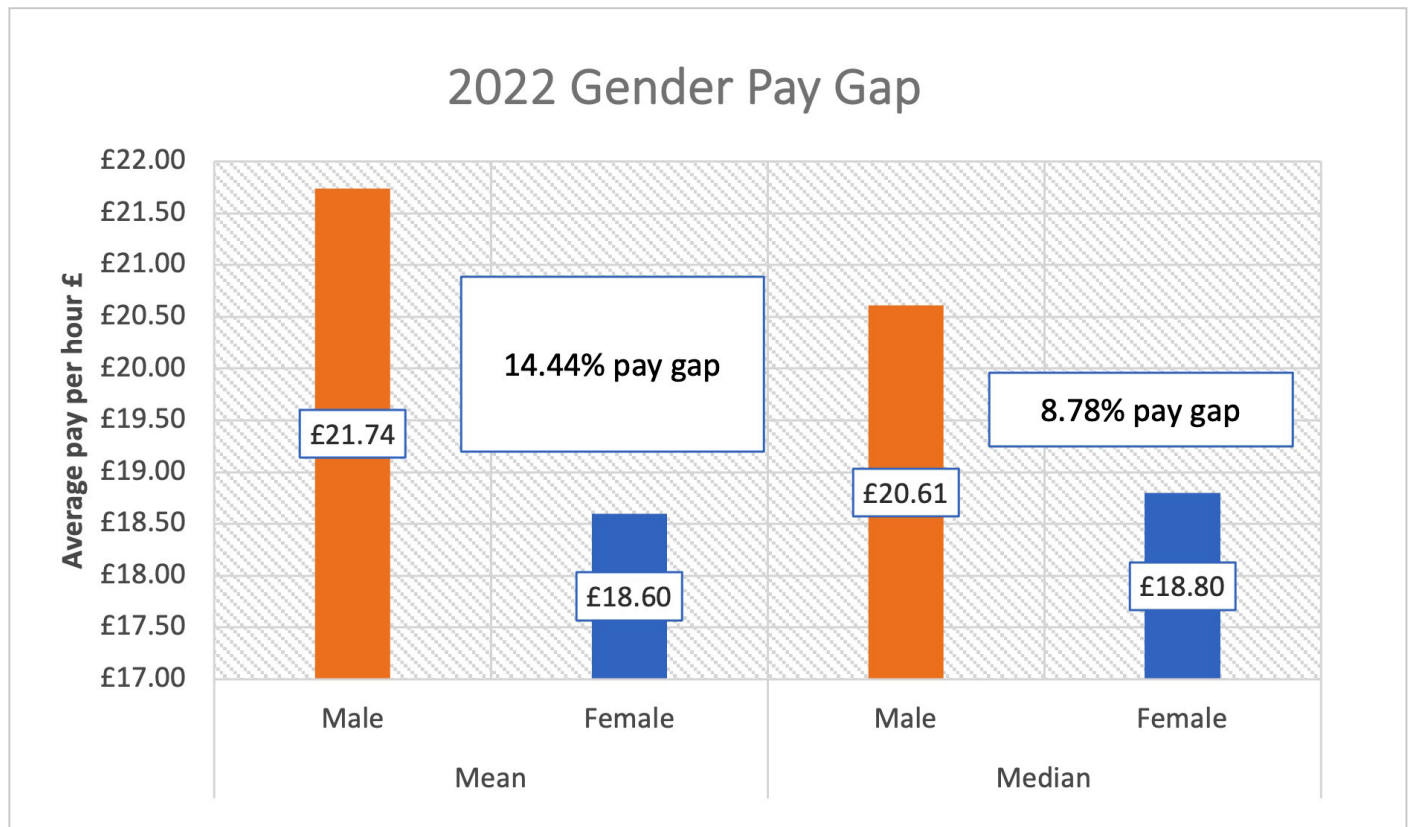
The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, introduced in March 2017, requires all relevant public bodies, including Universities, to publish its gender pay gap (GPG) information. The legislation aims to increase transparency around gender pay differences in order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

¹ CIPD [Ethnicity Pay Reporting Guide for UK Employers](#) (2021)

Gender Pay Gap Key Statistics and Findings

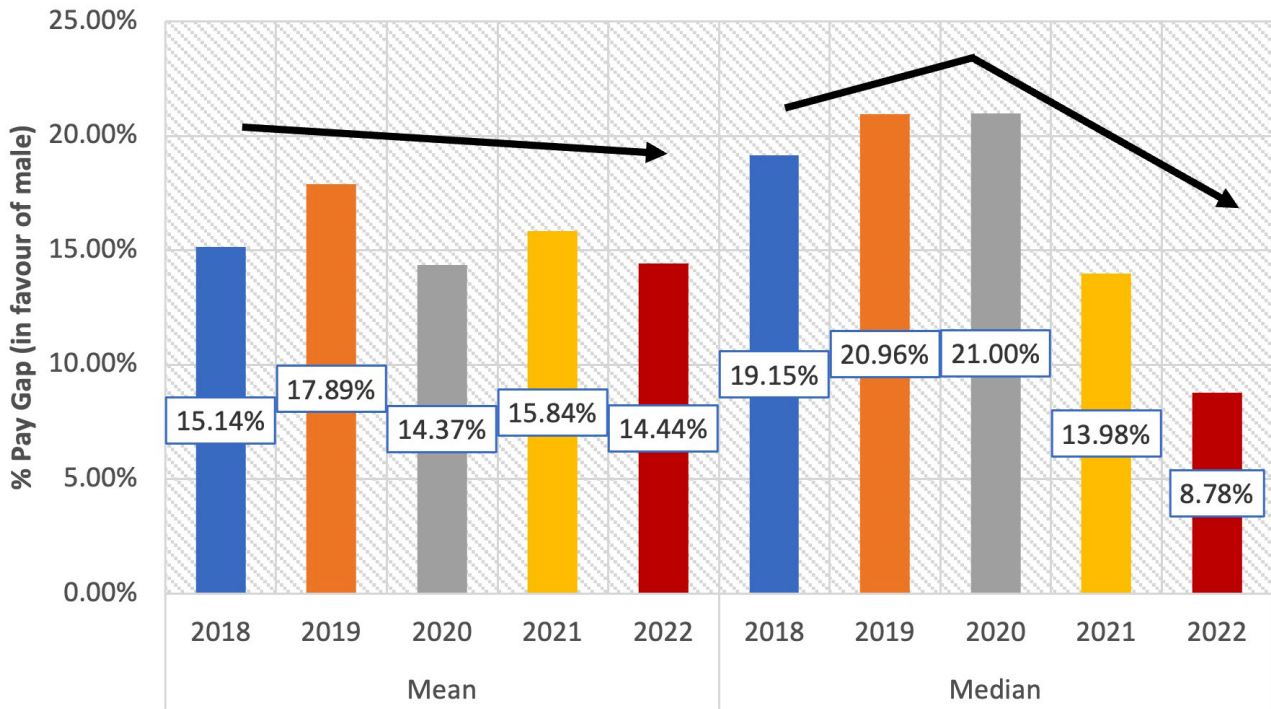
- o The mean gender pay gap (in favour of male staff) decreased slightly from 15.84% in 2021 to 14.44% (by 1.4%), while the median pay gap decreased from 13.98% in 2021 to 8.78% (by 5.11%).
- o The proportions of men vs. women receiving bonus pay increased slightly for men from 2.92% in 2020 to 3.55% (by 0.63%) and decreased slightly for women from 2.71% in 2021 to 2.36% (by 0.35%) due to a one off exceptional discretionary payment in response to work carried out during the pandemic including business continuity (who was comprised of slightly more males).
- o Our mean and median bonus pay gap figures saw changes from 2021, due to a one off exceptional discretionary payment in response to work carried out during the pandemic including business continuity and the decision to remove the monetary aspect of our Making a Difference (MAD) award.
- o Our mean and median bonus pay gap figures saw changes from 2021, due to the one-off pandemic-related bonuses and the decision to remove the monetary aspect of our Making a Difference (MAD) award.
- o Another contributor to our pay gap (and to the national GPG ²) is the proportion of females in part-time work. At St Mary's, 65% of part-time staff included in the data for the 2022 Gender Pay Gap report are female (including casuals).
- o 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).

St Mary's University Gender Pay Gap Metrics

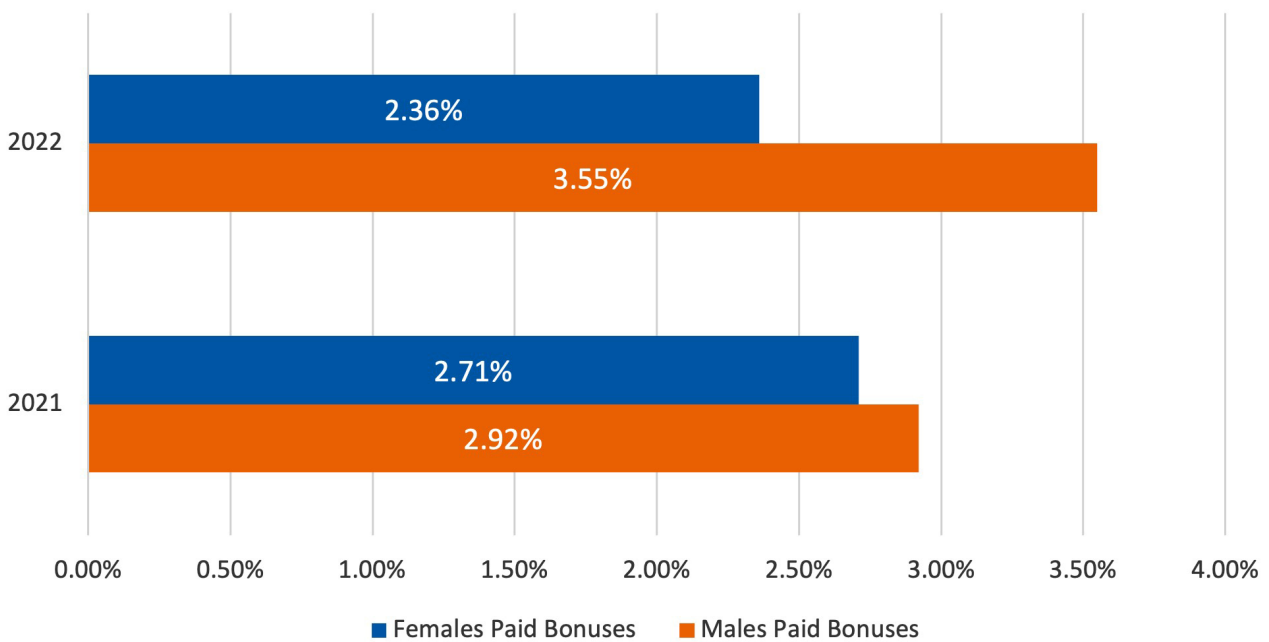


2 Institute for Fiscal Studies report "[The gender pay gap in the UK: Children and experience in work](#)" (2018)

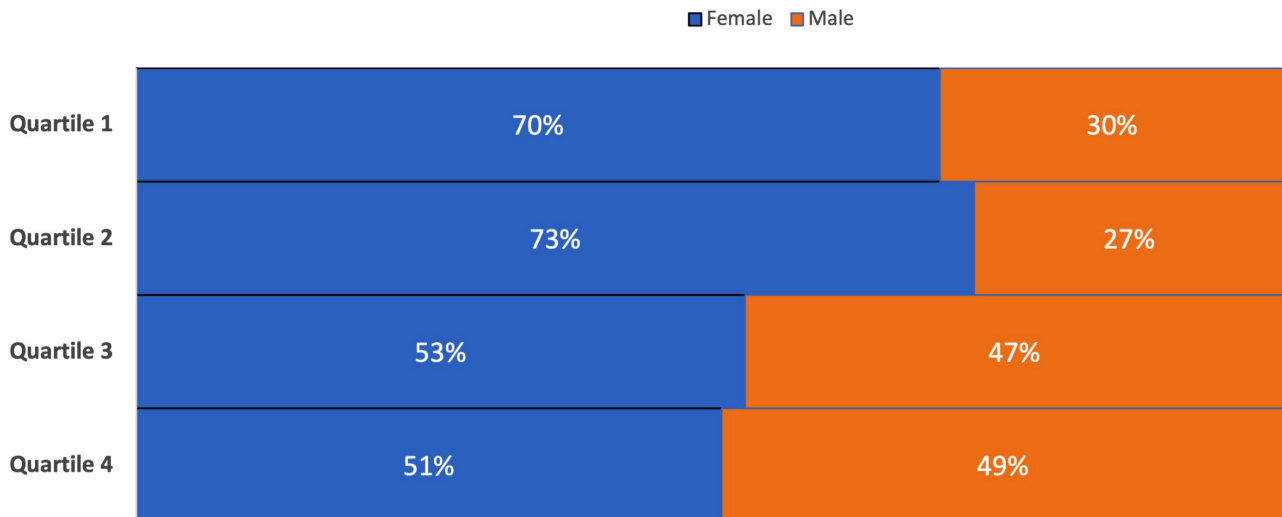
Gender Pay Gap 2018 - 2022



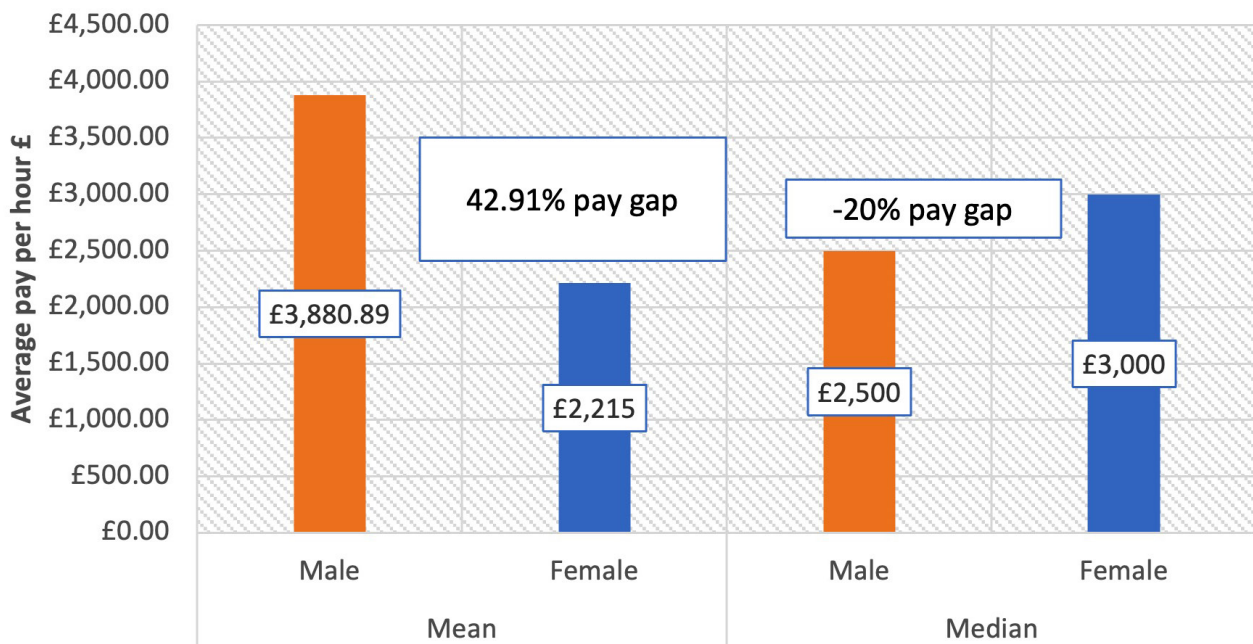
Proportion of Female and Male Employees Receiving Bonus Pay 2021-2022



Proportion of Female and Male Employees in Four National Quartile Pay Bands 2022



2022 Gender Bonus Pay Gap



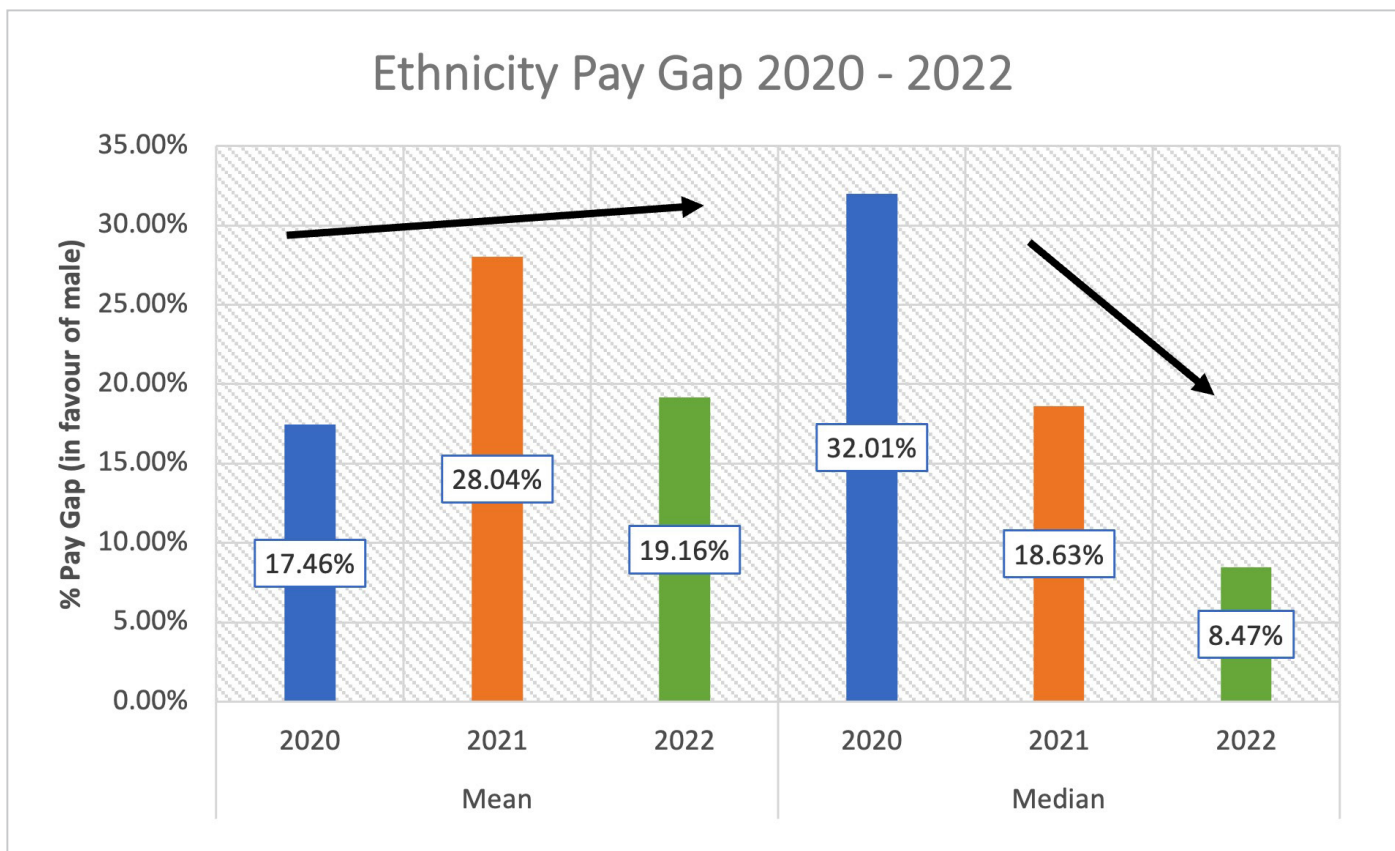
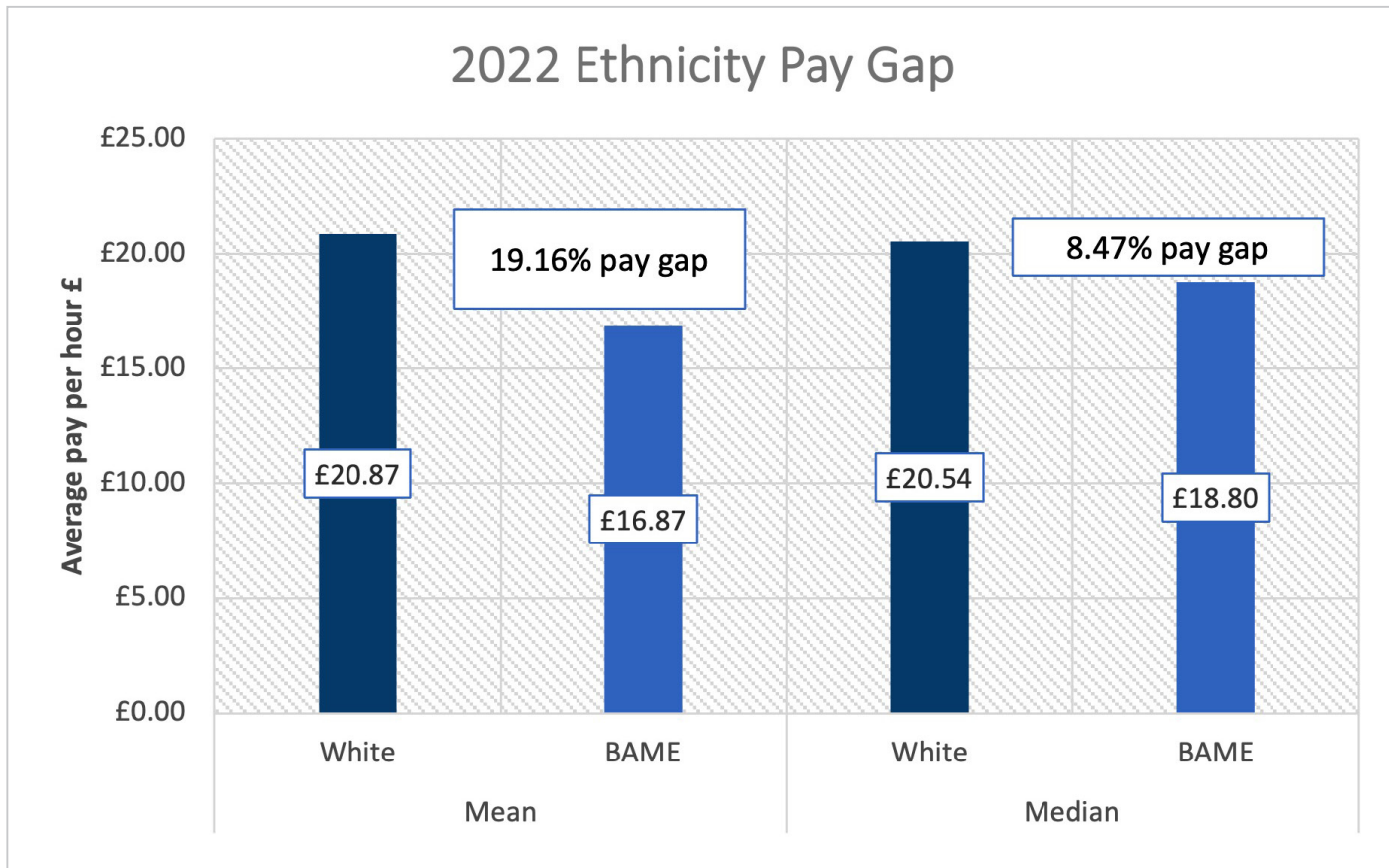
What is the Ethnicity Pay Gap?

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 groups doing the same job.

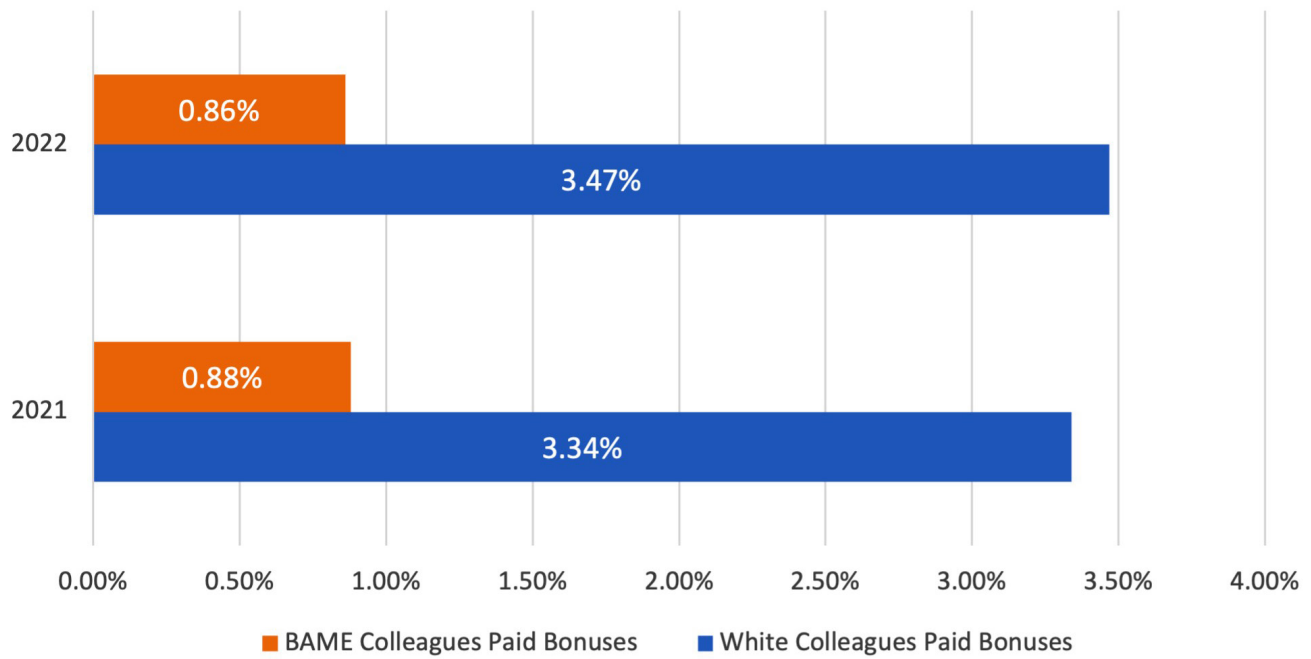
Ethnicity Pay Gap Key Statistics and Findings

- o The mean ethnicity pay gap (in favour of White staff) decreased from 28.04% in 2021 to 19.16% (by 8.88%), while the median ethnicity pay gap decreased from 18.63% in 2021 to 8.47% (by 10.16%).
 - When breaking down the Mean EPG figure from the ‘BAME’ umbrella term into major ethnic group, we see great variance amongst groups, and though each group has seen a decrease in their Mean EPG from last year, Black and ‘Other Ethnic Backgrounds’ have seen the smallest decreases (5.3% and 1.61% respectively).
 - When we look at our Median EPG by major ethnic group, we see significant variance amongst groups, with the largest increase for Black colleagues (by 11.85%) and the largest decrease for Mixed colleagues (by 28.02%).
- o Ethnicity Pay Gap Key Statistics and Findings” to “The proportion of White and BAME colleagues receiving bonus pay both saw a very slight increase from the 2021 figures – due to one off exceptional discretionary payment in response to work carried out during the pandemic including business continuity and the decision to remove the monetary aspect of our MAD award.
- o The mean and median bonus ethnicity pay gaps were also affected by the changes in bonuses allocated in 2021 outlined above – in favour of White colleagues (as opposed to last year’s figures, which favoured colleagues from Black, Asian, and Minority Ethnic backgrounds). The mean bonus ethnicity pay gap changed from -49.43% in 2021 to 65.24% and the median bonus ethnicity pay gap changed from -372.06% in 2021 to 39.33%. Due to our small number of bonus payments, and that the majority each year are paid to White staff, we expect our median EPG to continue to fluctuate in this more extreme way over the coming years.
- o We’ve seen very little change in representation of White vs ‘BAME’ colleagues across the four national quartile bands since last year. However, the small increase in BAME colleagues in our upper middle quartile (by 1.4%) may have contributed to the decrease in our Mean EPG.
- o This is our second year conducting intersectional pay gap analysis (by gender/ethnic group), allowing us to gain deeper insight into how the intersection of race and gender contribute to inequalities across our university. This year’s intersectional analysis shows Black females are impacted by the intersectional pay gap more than any other group (39.74% gap from White male staff), while Black males have seen the biggest decrease in their Mean and Median hourly rates (-£4.18 and -£9.46 respectively).
- o 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.

St Mary's University Ethnicity Pay Gap Metrics



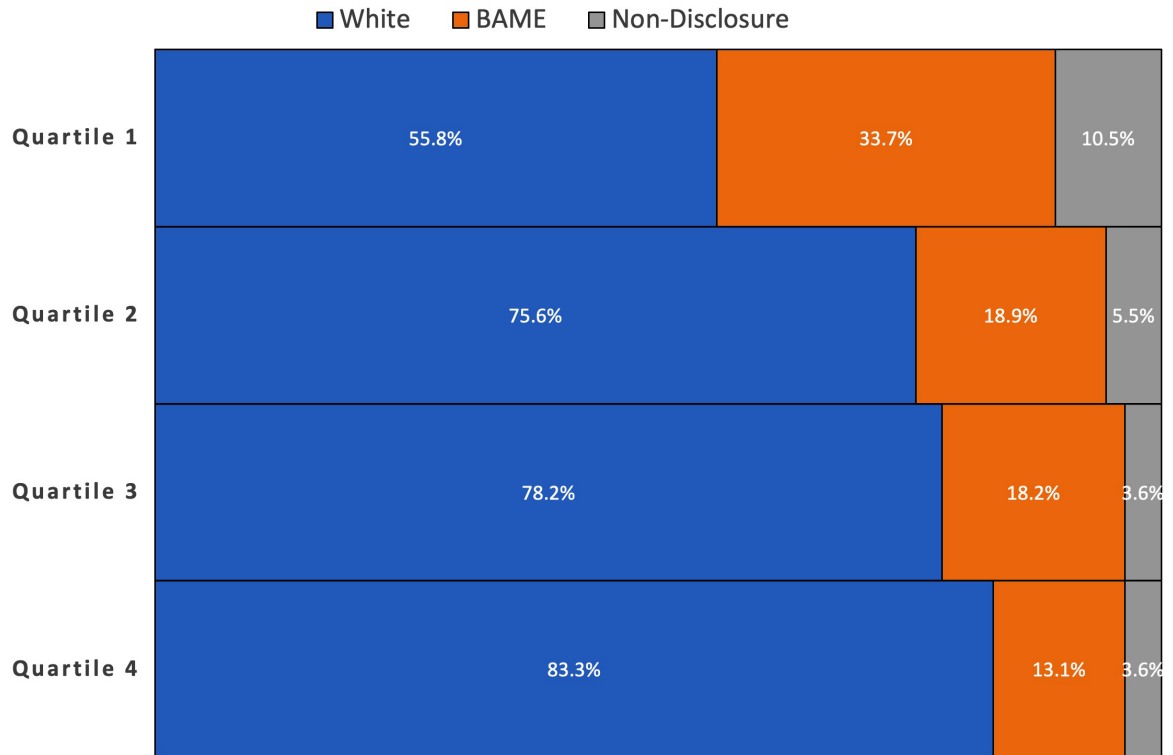
Proportion of White and BAME Employees Receiving Bonus Pay 2021-2022



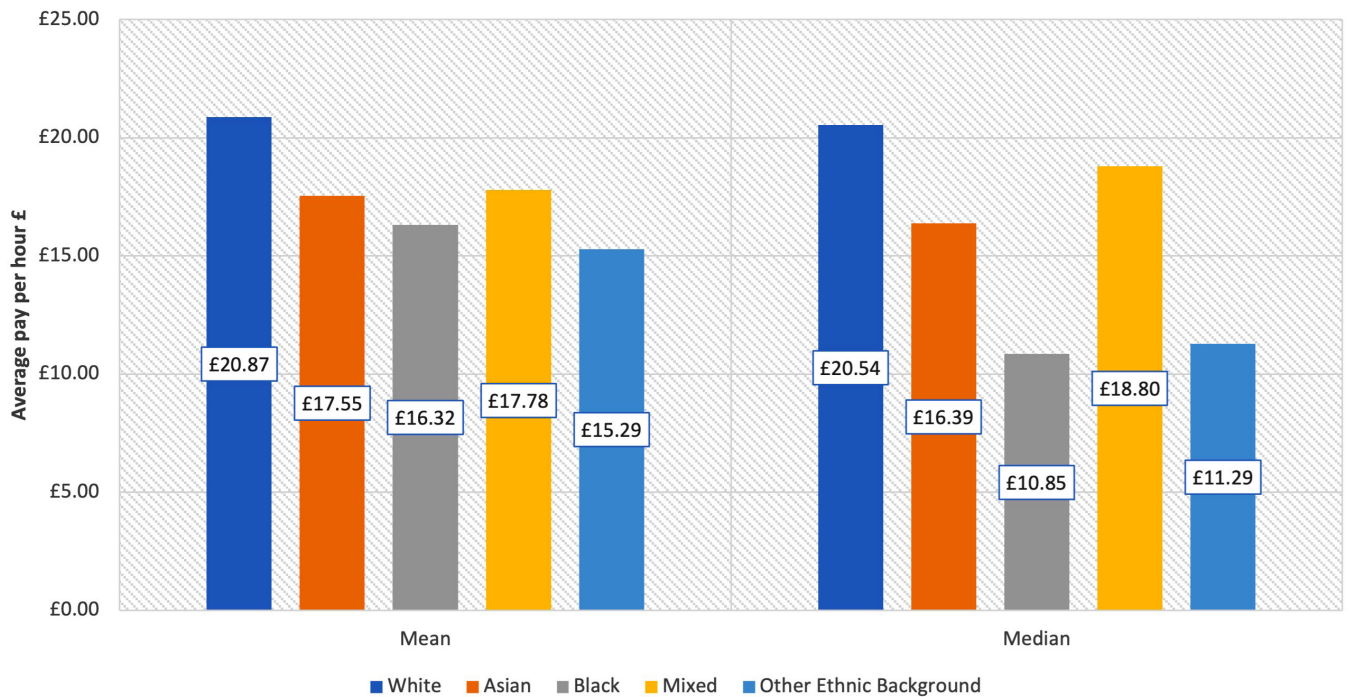
2022 Ethnicity Bonus Pay Gap



PROPORTION OF WHITE AND BAME EMPLOYEES IN FOUR NATIONAL QUARTILE PAY BANDS 2022



2022 Ethnicity Pay Gap by Ethnic Group



2021 Mean & Median Pay Gap by Gender/Ethnic Group

Ethnicity/Gender Group	Average (Mean) Hourly Rate	Mean % difference to White Male	Median Hourly Rate	Median % difference to White Male
White Male	£23.15	-	£21.79	-
White Female	£19.40	-16.20%	£18.80	-13.72%
Mixed Female	£18.92	-18.27%	£20.58	-5.58%
Asian Male	£17.39	-24.88%	£10.85	-50.21%
Asian Female	£17.39	-24.88%	£16.64	-23.66%
Black Male	£16.43	-29.03%	£10.85	-50.21%
Other Ethnic Background Female	£15.96	-31.06%	£12.20	-44.01%
Other Ethnic Background Male	£15.96	-31.06%	£10.85	-50.21%
Mixed Male	£15.25	-34.13%	£10.85	-50.21%
Black Female	£13.95	-39.74%	£10.85	-50.21%

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 2021 Gender/Ethnicity Pay Gap report. We are proud of our progress but acknowledge impact of these actions will be more evident over time.

The 2022 Gender Pay Gap report recommends the following actions:

- o Ensure the following actions listed for AY 22-23 as part of our Athena SWAN action plan are effectively implemented:
 - Create a Gender Equality Steering Group (GESG) tasked with implementing the Athena SWAN Action Plan that meets regularly to ensure actions are completed in a timely, effective manner.
 - Continue targeted recruitment to try and bring greater gender balance to our student ambassador programme; particularly targeting male students in female-dominated programmes
 - Create leadership training workshops which demystify academic leadership roles, with specific focus on encouraging participation from those in groups underrepresented in leadership
 - Recommend all academic recruitment adverts include a positive action statement encouraging individuals of gender identities and ethnicity groups underrepresented in the specific faculty/institute to apply for the role
 - Deliver constructive feedback to unsuccessful applicants for Academic Promotion, ensuring those applicants understand areas where they need to improve in further applications and that they are well connected to existing development support (i.e. mentoring programmes)
 - Review Academic Promotions policy and guidance documents alongside Athena SWAN and REC SAT members to ensure language/wording is clear and easy to understand

- Create a Menopause Policy to better support and recognise the experiences of staff going through the menopause; promote policy to staff as part of induction and line manager training
 - Promote Flexible Working policy and guidance to staff, serving as a reminder of offerings to try and increase uptake and culture of flexible working
 - Increase opportunities for senior level roles to be part-time or job share, as this will encourage more staff with caring responsibilities (and inherently more females) to apply
 - Endeavour for all longlists and shortlists for UEC & SLT-level posts to reflect the gender and ethnic diversity of our total staff population
- 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 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.

The 2022 Ethnicity Pay Gap report recommends the following actions:

- o Ensure the following actions listed for AY 22-23 as part of our Athena SWAN action plan are effectively implemented:
 - Add a staff award to our existing OPA scheme specifically recognising EDI work.
 - Undertake a review, including an Equality Impact Assessment, of research tariff process/allocations to identify if any groups, particularly BAME colleagues are disadvantaged by the process.
 - Create leadership training workshops which demystify academic leadership roles, with specific focus on encouraging participation from those in groups underrepresented in leadership.
 - Recommend all academic recruitment adverts include a positive action statement encouraging individuals of gender identities and ethnicity groups underrepresented in the specific faculty/institute to apply for the role.
 - Include a positive action statement in Aurora recruitment materials encouraging female colleagues from BAME backgrounds to put themselves forward.
 - Amended the Academic Promotions Criteria to include recognition of tasks often disproportionately carried out by female and BAME staff, including: citizenship (active participation in EDI-related committees), mentorship and enhancement of student experience, work on sustaining effective partnerships and external EDI-related work; and student pastoral and employability support.
 - Continued holding targeted workshops for female and BAME academic staff to support and encourage successful applications for academic promotion.
 - Endeavor for all longlists and shortlists for UEC and SLT-level posts to reflect the gender and ethnic diversity of our total staff population.
- o Continue work towards a July 2023 Race Equality Charter Bronze award submission. This will highlight areas to focus on in promoting race equality across St Mary's via a three-year action plan. This plan will also support the closing of the ethnicity pay gap.
- o Continue providing funding for three spaces on Advance HE's Diversifying Leadership course.
- o Ensure the recommendations from the Equality Impact Assessment for the Outstanding Performance Awards are incorporated into future years' award processes.
- o Engage the Equality, Diversity, and Inclusion staff group – and especially the BAME & Allies Network – to bring a community-wide approach to closing the ethnicity pay gap.

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



St Mary's
University
Twickenham
London



Visit us

St Mary's University
Waldegrave Road
Twickenham
London TW1 4SX



Contact us

+44 (0) 20 8240 4000
www.stmarys.ac.uk



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