

St Mary's
University
Twickenham
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St Mary's University

Joint Gender Pay Gap and Ethnicity Pay Gap High Level Report

2021

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Joint Gender Pay Gap and Ethnicity Pay Gap

High Level Report – August 2021

As part of St Mary's commitment to equality, diversity, and inclusion (EDI), as embedded in our People Strategy, understanding systemic barriers to equality is of critical importance. 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 or ethnicity are a key social and moral challenge that we are committed to tackling.

For the past four years, St Mary's has completed a Gender Pay Gap report* (GPG) in line with government regulations that seeks to understand pay inequities by gender at the University. This year, St Mary's has committed to the Race Equality Charter (REC), and therefore made an institution-wide commitment to better understand and improve current barriers to the representation, progression, and success of minority ethnic staff. To support these efforts and further progress our institution-wide commitment to EDI, the university has completed its first ever Ethnicity Pay Gap (EGP) report* – which seeks to understand pay inequities by ethnicity.

**The gender pay and ethnicity pay metrics outlined are based on the University's pay data as at 31st March 2020.*

What is the Gender Pay Gap?

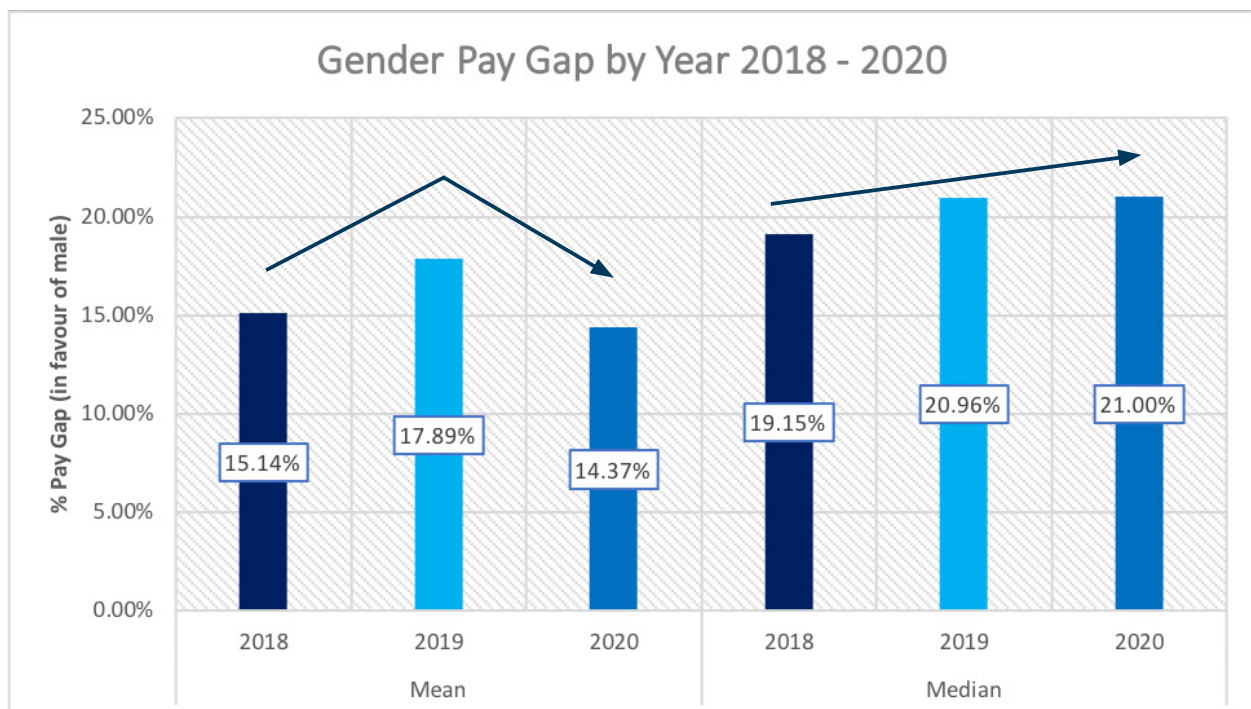
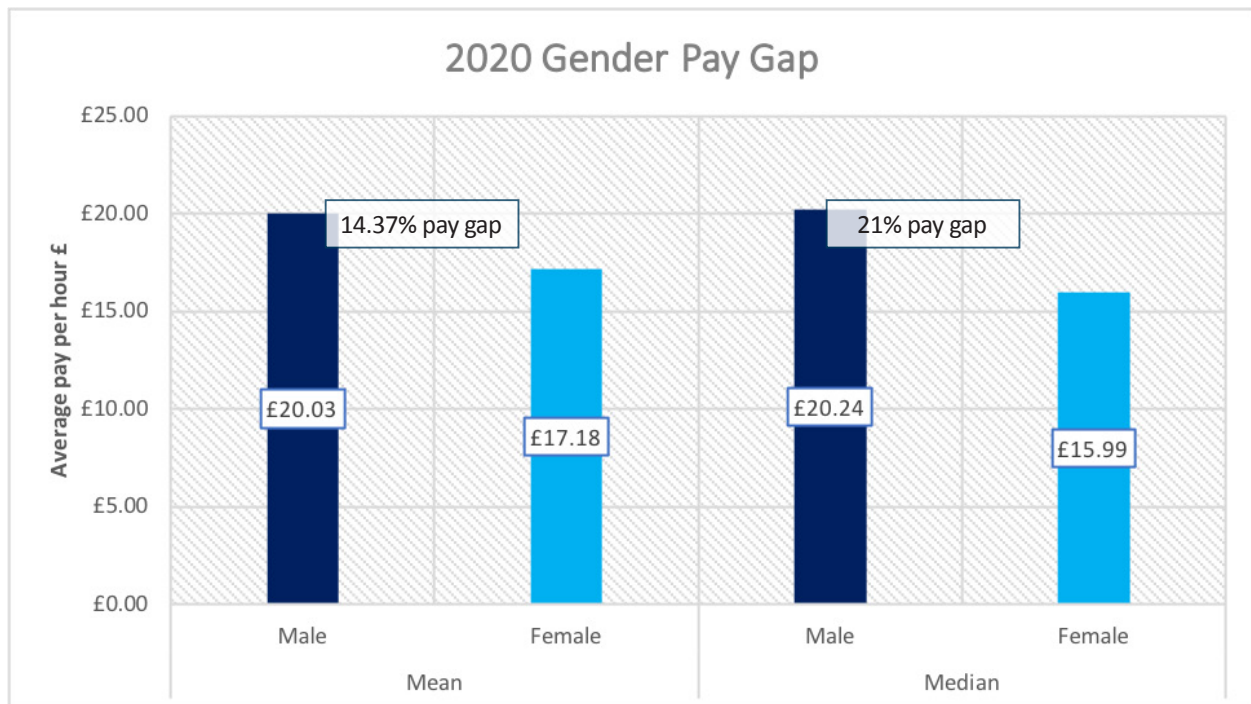
The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, introduced in March 2017, requires all relevant public bodies, including Universities, to publish its gender pay gap information. The legislation aims to increase transparency around gender pay differences in order to end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

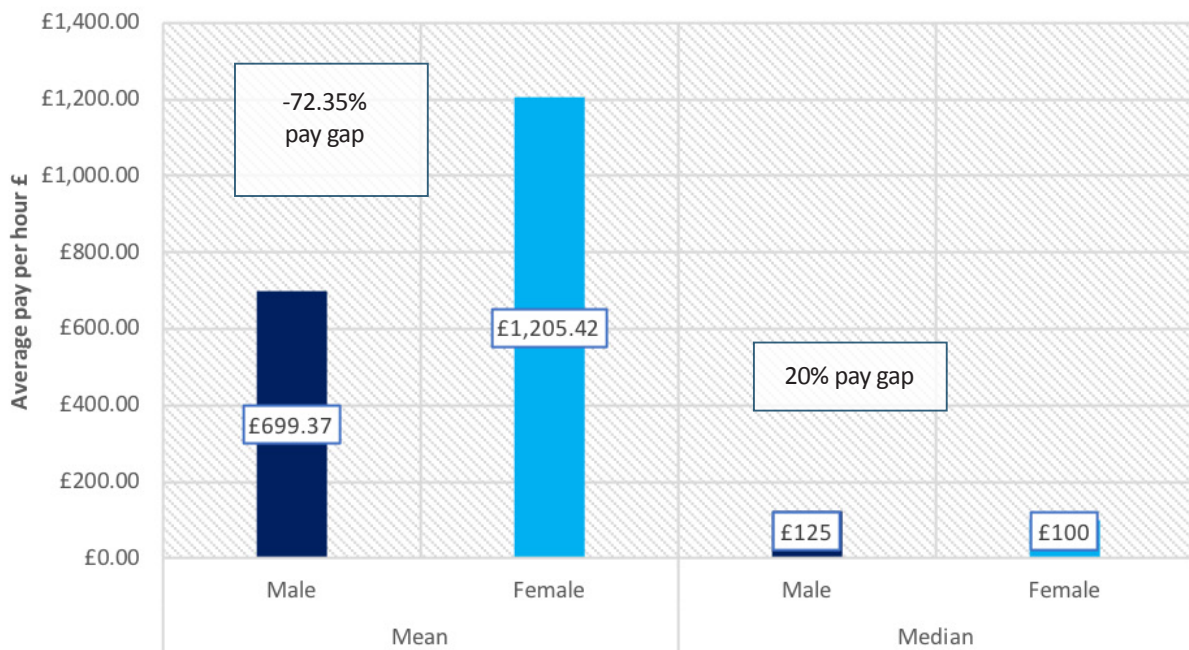
Key Statistics and Findings

- o The mean gender pay gap (in favour of male staff) was reduced from 17.89% in 2019 to 14.37% (by 3.52%), while the median pay gap increased by 0.04%.
- o The proportions of men vs. women receiving bonus pay increased for men – from 4.29% of male staff in 2019 to 8.12% of male staff in 2020, while decreasing for women – from 8.03% of female staff in 2019 to 5.87% of female staff in 2020.
- 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, but there has been progress over the past year – with the percentage of females in quartile 1 decreasing from 70% to 67% and the percentage of females in quartile 2 decreasing from 74% to 68%.

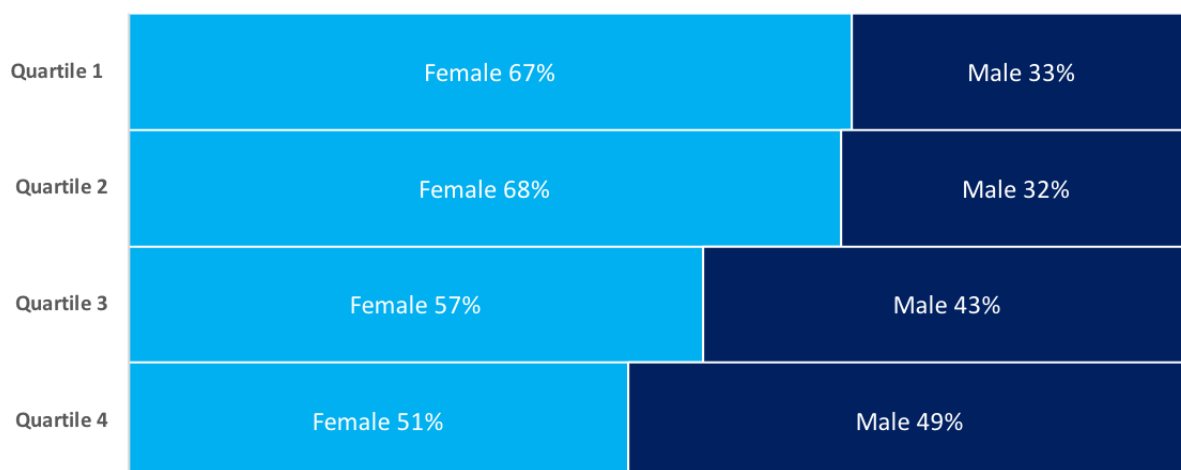
St Mary's University Gender Pay Gap Metrics



2020 Gender Bonus Pay Gap



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



What is the Ethnicity Pay Gap?

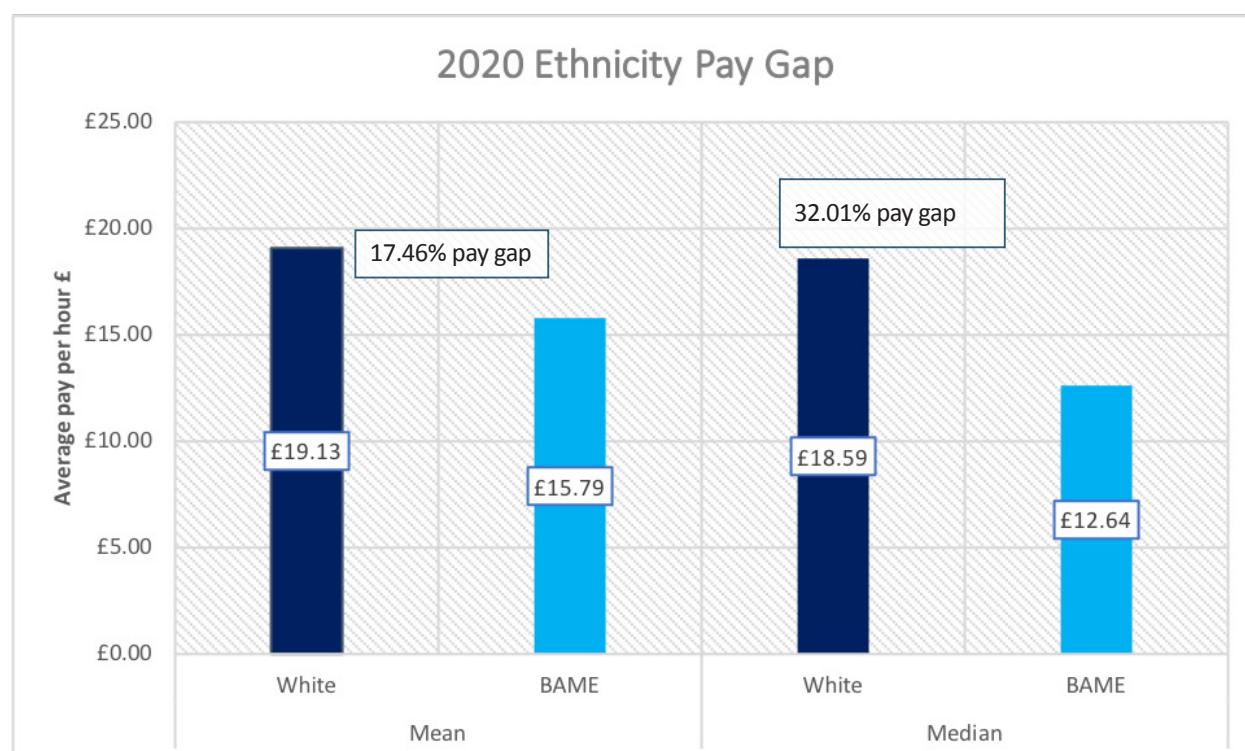
The 'Ethnicity pay gap' is a measure of the difference between the average hourly pay of staff identifying as Black, Asian and Minority Ethnic (BAME) and staff identifying as White across the whole organisation.

The EPG report uses the same methodology as GPG reporting, which allows us to conduct more detailed analysis using an intersectional approach in future years to better understand difference in pay between groups doing the same job.

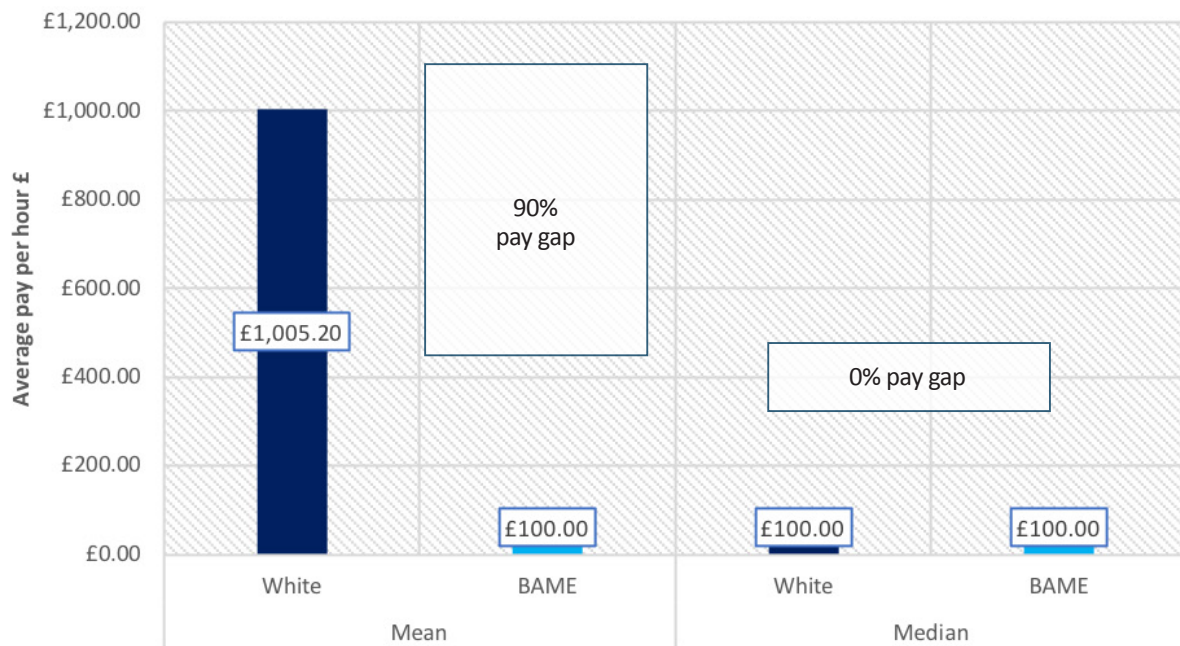
Ethnicity Pay Gap Key Statistics and Findings

- o St Mary's first EPG report found a mean hourly ethnicity pay gap of 17.46% and median hourly ethnicity pay gap of 32.01%, figures which affirm the importance of analysing discrepancies in pay by ethnicity on an ongoing basis.
- o There is a sizable mean ethnicity bonus pay gap of 90% (favouring White staff), which warrants deeper analysis and immediate action to address.
- o The highest representation of BAME colleagues is in the lowest paying quartile – 26% in quartile 1. Representation decreases in subsequent quartiles just 12% of BAME colleagues in quartile 4, which is most likely a significant cause for the ethnicity pay gap.
- o As we continue our EPG analysis in the coming months and years, both as part of our REC efforts and with annual EPG reporting, it will be prudent to break down discrepancies in pay by individual ethnicities, rather than just analysing BAME colleagues in one category. **Additionally, analysing the intersection of ethnicity and gender will present a more detailed picture if structural inequalities at St Mary's.**
- o With future years' data, further analysis will improve our understanding of EPG trends at St Mary's, as well as our understanding of how the intersection of race and gender contribute to inequalities across our university.

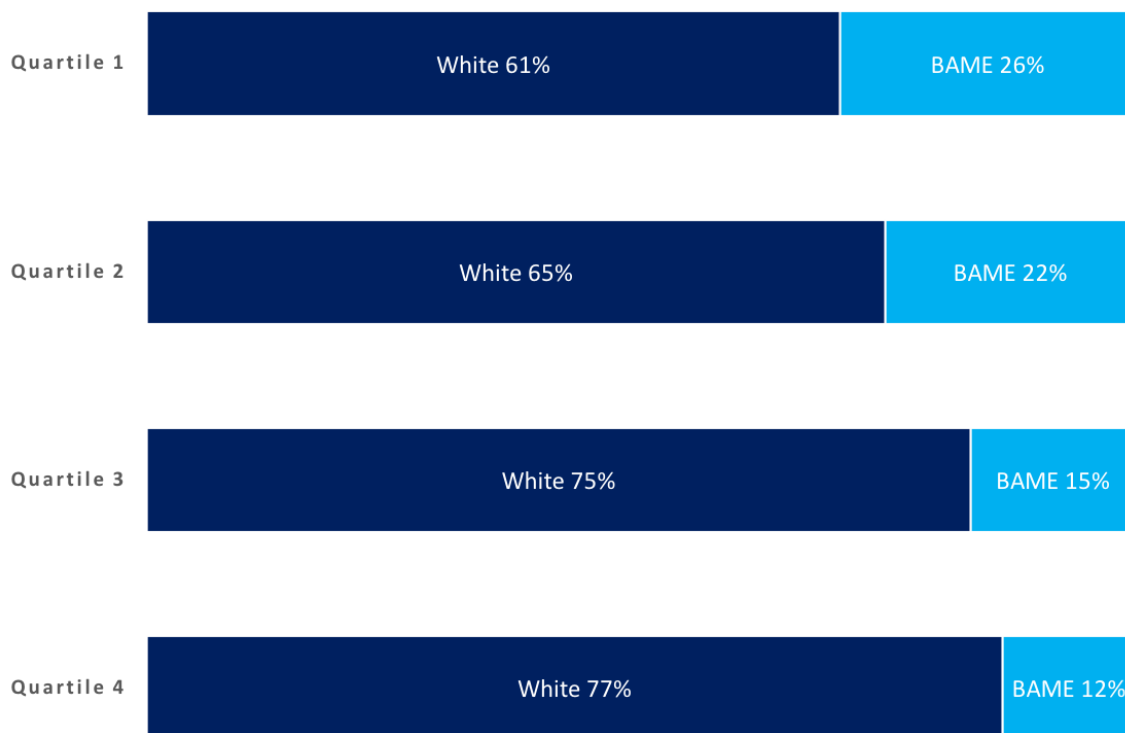
St Mary's University Ethnicity Pay Gap Metrics



2020 Ethnicity Bonus Pay Gap



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



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 2019 Gender Pay Gap report. There has been progress and we acknowledge impact of these actions will be more evident over time.

The 2020 Gender Pay Gap report recommends the following actions:

- Continue delivering the Springboard development programme, targeting members on the Campus Services team.
- Continue providing four places on Advance HE's Aurora programme for women aspiring to leadership and management roles. Continue encouraging participants and their line managers to complete the personal development plan to put their learning into practice.
- Create a Women's Leadership Forum designed to support and empower female staff in leadership roles at the university, as well as female staff who are identified as outstanding candidates for leadership positions in the coming years.
- Apply an Equality Impact Assessment to the Making and Difference award, now that the scheme is non-monetary.
- Apply an Equality Impact Assessment to the Outstanding Performance Award, reviewing the award categories, encouraging more female applicants, and reviewing panel composition/ "success" criteria.
- Continue work towards a November 2022 Athena SWAN Bronze award submission. This will highlight areas to focus on in promoting gender equality across St Mary's via a four-year action plan. This plan will also support the closing of the gender pay gap.
- Continue engaging the Equality, Diversity, and Inclusion staff group – and especially the Women's Network – to bring a community wide approach to closing the gender pay gap.
- Work with the Athena SWAN Self-Assessment Team (SAT) and Race Equality Charter (REC) SAT to address both the gender pay gap and newly reported ethnicity pay gap using an intersectional lens. Conduct intersectional analysis (i.e. looking at gender and ethnicity together) of pay at St Mary's.

The 2020 Ethnicity Pay Gap report recommends the following actions:

- Work with the Race Equality Charter (REC) Self-assessment Team (SAT) to conduct more detailed

analysis on the pay gap between individual ethnicity groups (rather than solely the umbrella of BAME).

- Work with the REC SAT and Athena SWAN SAT to conduct intersectional analysis (i.e. looking at gender and ethnicity together) of pay at St Mary's.
- Extend the appraisal process to include maximising potential conversations through calibration conversations facilitated by St Mary's HR Business Partnering team. These conversations will allow managers from each team to come together and ensure their appraisals are consistent, free from bias, and fairly conducted.
- Apply an Equality Impact Assessment to the Outstanding Performance Award, reviewing the award categories, encouraging more applicants from diverse backgrounds, and reviewing panel composition/ "success" criteria.
- Continue work towards a February 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.
- Include questions regarding progression and promotion in the staff survey to be completed as part of the Race Equality Charter, seeking to further identify root causes for the EPG and subsequent opportunities to better support the promotion and progression of BAME staff at St Mary's.
- Provide funding for 3 spaces on Advance HE's Diversifying Leadership course as a pilot for 2021-22. The programme seeks to support early-career academics and professional services staff from Black, Asian, and Minority Ethnic backgrounds who are about to take their first steps into a leadership role.
- Engage the Equality, Diversity, and Inclusion Staff Board – and especially the BAME & Allies Network – to bring a community wide approach to closing the ethnicity pay gap.

The University recognises the work to be done in closing both the Gender and Ethnicity Pay Gaps at St Mary's. However, progress has been made to close the Gender Pay Gap over the past several years, which can hopefully be replicated for the Ethnicity Pay Gap in the years to come – especially now that routine analysis is being conducted. The University is committed to addressing these barriers to equality at the university, and is grateful to staff from across the institution who are involved in initiatives to help close these gaps.

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



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