



St Mary's University 2024 Pay Gap Reports

An overview of the gender, ethnicity and intersectional pay gaps

Executive Summary

Section 1. 2024 Gender Pay Gap (GPG)

- **Mean hourly rate** = 13.25% in favour of males, a slight increase since last year. HE sector = 14.8%¹ (2023)
- **Median hourly rate** increased to 16.22%, in favour of males. HE sector = 12.3% (2023)
- **The proportions of male and female employees in four notional quartile pay bands** (see section 1.6)
- Mean & Median pay gaps are mainly due to the disproportionately high percentage of females in Quartiles 1 and 2 (70% our lower pay quartiles are females). Women are typically over-represented in sectors or occupations (horizontal segregation) that often offer lower rates of pay eg catering, cleaning, and administration. The Female median hourly rate is in Quartile 2, and the Male median hourly rate is in Quartile 3. The median hourly rates equates to a Lecturer at I37 (last year it was I34) and for Females, it is G31 (Senior Administrator).
- Female under-representation in senior roles also affects both pay gaps, as well as bonus pay gaps.

Section 2. 2024 Ethnicity Pay Gap (EPG)

- Our ethnicity disclosure is 93% (97% in last year's report i.e. 2023). HE sector = 87% (2022, UCEA)
- **Mean hourly rate** = 16.68% in favour of White individuals (a decrease). HE sector = 4.7%
- **Median hourly rate** decreased to 20.98%. HE sector = 2.6%.
- Although we have a higher % of BAME individuals in St Mary's (21%, compared to the HE sector average of 19%), the split between the four quartiles isn't as evenly spread out at St Mary's as it is in the sector average – White employees make up 80+% of those in Q3 & (see section 2.3.6).

Section 3. 2024 Intersectional pay gap – ethnicity & gender

- The relatively low numbers of BAME individuals, when broken down into more detailed 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.
- The category with the greatest pay gap is "Male Other" - we have 3 males in "Other Ethnicity", and 6 females – with such small numbers, trend analysis becomes difficult but has been undertaken in case it reveals anything tangible.

¹ Refers to the UCEA "Intersectional Pay Gaps Report 2022-33" analysis

Section 4. Actions taken to close the pay gaps at St Marys

In April 2023 we achieved Athena Swan Bronze, and in January 2024 we received Race Equality Charter (Bronze). It means action plans are in place for both gender and race equality. Key actions include:

- The creation of the Gender Equality Steering Group (GESG) tasked with implementing the Athena Action Plan – it meets every 6 weeks, and its aim is to ensure actions are completed in a timely, effective manner.
- Academic Leadership workshops for female and BAME academic staff - 60% of female and BAME academic staff attended workshops in AY 23/24, with post-workshop surveys finding that at least 50% of participants left with a greater understanding of academic leadership roles.
- 75% of adverts for academic roles included positive action statement related to gender and ethnicity in AY 23/24.
- Embedding Inclusive Hiring practices eg training line managers, utilising Inclusive Hiring Advisors on interview panels and engagement panels for senior roles to promote an inclusive approach to the attraction and recruitment of staff.
- Increase recognition and value of "citizenship tasks" (i.e. EDI work, pastoral care of students, mentoring) in academic workload management.
- Hybrid working guidelines published in March 2024.
- Championing the Aurora & Springboard programmes for women's personal and professional development. This year we funded an additional six places on the Aurora programme (with 40% of delegates from a BAME background) and funded 13 places on the Springboard programme (with 38% of delegates from a BAME background).
- In October 2023 we held our first SM4U event, to showcase our 6 x EDI staff groups, as well as other staff related initiatives e.g., Mental Health First Aiders, staff clubs, etc and staff benefits.
- Ensuring continued management and staff awareness of our menopause policy & guidance by actively promoting it through new staff induction and manager induction. As part of the SM4U event there was a presentation on "An introduction to Menopause and breast cancer awareness".
- Submitting pay gap data to UCEA to allow equality pay gap data benchmarking across the higher education sector.
- Using the insights from the pay gap analysis to identify where progression for female, and BAME staff can be encouraged.

1. 2024 Gender Pay Gap Metrics

Here you will find data on our gender pay gaps (GPG), together with the sector and whole economy figures taken from the University and Colleges Employers Association (UCEA) and data commissioned for the Office of National Statistics (ONS).

The following gender pay gap (GPG) metrics are based on the University’s pay data as at **31 March 2024**. The pay rates given below were calculated using the formulas outlined in the legislation (see Appendix 1).

A total of 1,143 full-pay relevant employees were included in the analysis, of which 722 (63%) were female and 421 (37%) were male. The % split between males and females remains fairly constant year on year, with only a slight increase this year.

Table 1.1 Full Pay Relevant Employees

Gender	2021	2021%	2022	2022%	2023	2023 %	2024	2024 %
Female	662	62%	678	62%	702	62%	722	63%
Male	411	38%	423	38%	435	38%	421	37%
Total	1073	100%	1101	100%	1137	100%	1143	100%

The UCEA gender pay gap infographics published in August 2023 (GPG snapshot data as at 31st March 2022) show a gender balance of 55% female and 45% males.

1.1 The difference in mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

$$\text{Mean} = (\text{mean male pay} - \text{average female pay}) * 100 / \text{mean male pay (average pay)}$$

Table 1.1.1 The difference in mean hourly rate of pay

Gender	2021	2022	2023	2024
Male mean hourly pay rate	£21.48	£21.74	£22.12	£23.99
Female mean hourly pay rate	£18.08	£18.60	£19.35	£20.81
Male mean hourly pay rate - Female mean hourly pay rate	£3.40	£3.14	£2.77	£3.18
Mean pay gap (in favour of male)	15.84%	14.44%	12.52%	13.25%

- Although in previous years, the GPG Mean in favour of males had decreased, this year it increased by 0.73%. The gap is due mainly to the disproportionately high % of females in Quartiles 1 and 2 (our lower pay quartiles – 70% of individuals in these two quartiles are Female).
- This year we see a 3% increase in the number of females in Quartile 4 (the highest quartile) which is encouraging, as it means we are seeing more females in grades J and above. However, when looking at their grades/salaries, the majority of these females are at the lower end of Q4, in part because some have been newly promoted, ie they may make up the majority of Q4, but the males in Q4 are in higher grades/salaries.
- 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 – due to horizontal and vertical segregation. For instance:
 - we have a disproportionately high number of females employed in Grades A – E roles i.e. Catering Assistant, Cleaner, Student Ambassador, and Administration roles (Administrator, Officer, EAs, etc).
 - Looking at our Associate Professor and Professor roles – 54% of our Associate Professors are female (20 out of a total 37), and 21.4% of Professors are female (3 out of a total 14).

- Although there are 52% females (48% males) in the top quartile (Quartile 4), which is positive when looking at the median hourly rate, the female is placed at J/K, and the male at K/L. Looking at the mean hourly rate, the female is K, the male is L.
- The **2023** Mean Gender Pay Gap in HE was 14.8% (UCEA). The whole economy median was 13.2% (according to the 2023 ONS Annual Survey of Hours & Earnings).

1.2 The difference in median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

*Median = (median male pay - median female pay)*100/median male pay*

Table 1.2.1. The difference in median hourly rate of pay

Gender	2021	2022	2023	2024
Male Median hourly pay rate	£20.31	£20.61	£21.77	£24.36
Female Median hourly pay rate	£17.47	£18.80	£19.42	£20.41
Male Median hourly pay rate - Female Median hourly pay rate	£2.84	£1.81	£2.35	£3.95
Median pay gap (in favour of male)	13.98%	8.78%	10.79%	16.22%

- The fact that 70% of Quartiles 1 & 2 (lower two quartiles) are female invariably affects the female median hourly rate. The Female median hourly rate is in Quartile 2, and the Male median hourly rate is in Quartile 3. The median hourly rates equates to a Lecturer at I37 (last year it was I34) and for Females, it is G31 (same as last year = Senior Administrator, top of grade ie no incremental progression).
- The **2023** Median Gender Pay Gap in HE was 12.3% – the whole economy median was 14.3% (according to the 2023 ONS Annual Survey of Hours & Earnings).

1.3 The difference in mean bonus pay paid to relevant male employees and that paid to relevant female employees.

*Mean = (mean male bonus pay - mean female bonus pay) /mean male bonus pay *100*

Table 1.3.1 The difference in mean bonus pay (average bonus pay)

Gender	2021	2022	2023	2024
Male	£509.51	£3,880.89	£4,396.60	£2,683.00
Female	£617	£2,215.49	£2,246.93	£1,377.30
Mean Gender Bonus Gap (in favour of males)	-21.10%	42.91%	48.89%	48.67%

- Payments covered by the definition of “bonus” – SLT & SLRM non-consolidated performance related payments, Outstanding Performance Awards (OPAs), vouchers given to staff for outstanding work, etc.
- How are these payments determined? SLT & SLRM non consolidated payments are based on individual and organisational performance against objectives – SLT and SLRM individuals receive non consolidated payments instead of the incremental progression which is built into the pay & grading structure for grades B-L; OPAs involve staff nominations, with a panel agreeing winners; small nomination vouchers are handed out for discrete project work, etc by SLT & line managers.
- Currently three of the four SLT members are male which has a major impact on the mean bonus pay. When looking at SLT & SLRM payments only, the mean Male payment is £3,710, the Female equivalent is £1,588 ie 234% less than the mean Male equivalent, highlighting that, although there are females in senior management roles, the top roles (with highest salaries) are filled by Males.

- HE sector = 21.4%.

1.4 The difference in median bonus pay paid to relevant male employees and that paid to relevant female employees.

*Median = (median male bonus pay - median female bonus pay)/median male bonus pay)*100*

Table 1.4.1 The difference in median bonus pay

Gender	2021	2022	2023	2024
Male	£150	£2,500	£865.63	£1,056.42
Female	£367	£3,000	£753.10	£1,162.90
Median Gender Bonus Gap (in favour of females)	-144.66%	-20%	13%	-10.08%

- Relatively small numbers of recipients results in fluctuations which make looking at trends impossible.
- When looking at SLT & SLRM payments only, the median Male payment was £1,796, and the equivalent Female payment was £1,125, almost 60% less.

1.5 The proportions of relevant² male and female employees who were paid bonus pay in the relevant 12 month period.

Table 1.5.1 The proportions of relevant male and female employees who were paid bonus pay

	2021	2022	2023	2024
Males paid bonus	12	15	35	21
Total males	411	423	435	421
Percentage males paid bonus	2.92%	3.55%	8.05%	4.99%
Females paid bonus	18	16	47	23
Total females	662	678	702	722
Percentage females paid bonus	2.71%	2.36%	6.7%	3.19%

- Relatively small numbers of individuals receiving a bonus results in fluctuations.
- HE sector = 12.2% (male), and 12.4% (female) – in many HEIs, staff in lower grades have been awarded a £500 “cost of living” payment in recent years, in addition to the annual pay award – at St Mary’s we have not made these payments as these individuals tend to receive the London Living Wage.

1.6 The proportions of male and female full-pay relevant employees in four notional quartile pay bands³

Table 1.6.1 The proportion of male and female employees in quartiles

² The figures in this table refer to ‘Full-pay relevant employees,’ meaning a person employed by the relevant employer on the snapshot date, who is not, during the relevant pay period, being paid at reduced rate or nil as a result of being on leave (e.g. maternity or sick leave).

³ Quartiles are defined by calculating the pay rate data of all relevant employees from the lowest to the highest pay rate and splitting them into four equal parts.

	Number of employees	% in quartile	Number of employees	% in quartile	Number of employees	% in quartile	Number of employees	% in quartile
	2021	2021	2022	2022	2023	2023	2024	2024
Q1 – Lowest Pay Band								
Male	80	29.7%	84	30%	89	31%	86	30%
Female	189	70.3%	192	70%	196	69%	199	70%
Q2 - Lower Middle Pay Band								
Male	66	24.6%	75	27%	93	33%	86	30%
Female	202	75.4%	200	73%	191	67%	200	70%
Q3 – Upper Middle Pay Band								
Male	135	50.4%	128	47%	108	38%	112	39%
Female	133	49.6%	147	53%	176	62%	174	61%
Q4 – Highest Pay Band								
Male	130	48.5%	136	49%	145	51%	137	48%
Female	138	51.5%	139	51%	139	49%	149	52%

Note: the Q1 2022 male-female percentages have been skewed slightly by the inclusion of the Government's Kickstart Scheme individuals (8 males, 1 female) – excluding these individuals, the Q1 percentages would be 71.5% (female) and 28.5% (male)

- Though we are still majority-female in our lower two quartiles (70% in Q1 and 70% in Q2), whereas the Q1 % has remained constant, there has been a decrease in Q2. What has remained a positive change is the c60% of females (2023 & 2024) in Q3, however, this hasn't resulted in a decrease GPG – due to the high numbers of females in Q1 & Q2, and also the fact that, although females outnumber males in Q4 (slightly), the males in Q4 tend to be in the higher paid roles.
- The UCEA 2022 infographics (See Appendix 4) suggest a similar situation in the HE sector as a whole.

2. 2024 Ethnicity Pay Gap Metrics

Here you will find data on our ethnicity pay gaps (EPG), together with the sector and whole economy figures taken from the University and Colleges Employers Association (UCEA).

Using the same methodology used in Gender Pay Gap reporting (which is Government guidance), St Mary's has produced an ethnicity pay gap report since March 2022 (ie using data as at 31st March 2021).

2.1 Non Disclosure

At St Mary's our ethnicity disclosure is 93% (97% in last year's report i.e. 2023), which is outstanding – UCEA's disclosure for 2022 (the most recent information) for the HE sector was 87% - however, we still need to work closely with employees to build trust, and actively and openly address any identified concerns in disclosing ethnicity data to the university.

Of the 1,143 relevant employees included in the data at St Mary's:

Ethnicity	No of relevant employees	As % of the total
BAME	239	21%

White	823	72%
Non-disclosure	81	7%

According to UCEA, 19% of the HE workforce is from a BAME background (2022) – at St Mary’s, it’s 21%.

Most of the universities that publish Ethnicity Pay Gap reports tend to use the umbrella “BAME” grouping in their analysis, however it is recognised that presenting the EPG as a binary comparison between BAME and white employees does not acknowledge the gaps that might be present between people of different races and ethnicities. The main reasons for using the “BAME” grouping is for consistency with the binary approach for the gender pay gap, and also to combat the challenges of small numbers in each category ie possible distortion of analysis.

2.2 External ethnicity pay gap information (UCEA)

A report from UCEA, published in January 2024 (Intersectional Pay Gaps in Higher Education 2021-2022)⁴ confirmed that gender and ethnicity pay gaps have narrowed compared to previous years with ethnicity pay gap halved since first reported three years ago and both pay gaps are lower than reported in the wider economy.

Key points to note from the report in relation to the sector as a whole:

- Median ethnicity pay gaps have halved since the survey’s introduction (5.8% in 2020 to 2.8% in 2022).
- Black staff are the ethnicity that experience the highest pay gaps in the sector (6.7% at the median and 11.4% at the mean). This is still lower than the gender pay gap.
- Ethnic minorities are less likely to receive a bonus (10.4% of ethnic minorities compared to 13.4% of White staff).

2.3 St Mary’s ethnicity pay gap information

2.3.1 The difference in mean hourly rate of pay of White full-pay relevant employees and that of BAME full-pay relevant employees.

$$\text{Mean} = (\text{mean White pay} - \text{average BAME pay}) * 100 / \text{mean White pay (average pay)}$$

Ethnicity	2020	2021	2022	2023	2024
White mean hourly pay rate	£19.13	£23.00	£20.87	£21.47	£23.14
BAME mean hourly pay rate	£15.79	£16.55	£16.87	£17.35	£19.28
White mean hourly pay rate - BAME mean hourly pay rate	£3.34	£6.45	£4.00	£4.12	£3.86
Mean pay gap (in favour of White)	17.46%	28.04%	19.16%	19.19%	16.68%

- St Mary’s staff are majority White in all pay quartiles (see section 2.3.6), with the greatest saturation in Q3 & 4 – the main reason our Mean EPG favours White employees.
- HE sector = 4.7% (UCEA, 2022 data) – although we have a higher % of BAME individuals in St Mary’s (21%, compared to the HE sector average of 19%), the split between the four quartiles

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isn't as evenly spread out at St Mary's as it is in the sector average – we have more saturation of White employees in Q3 & Q4.

2.3.2 The difference in median hourly rate of pay of White full-pay relevant employees and that of BAME full-pay relevant employees.

$$\text{Median} = (\text{median White pay} - \text{median BAME pay}) * 100 / \text{median White pay}$$

Ethnicity	2020	2021	2022	2023	2024
White Median hourly pay rate	£18.59	£20.24	£20.54	£20.92	£22.88
BAME Median hourly pay rate	£12.64	£16.47	£18.80	£14.58	£18.08
White Median hourly pay rate - BAME Median hourly pay rate	£5.95	£3.77	£1.74	£6.34	£4.80
Median pay gap (in favour of White)	32.01%	18.63%	8.47%	30.31%	20.98%

- This metric is predominantly still influenced by the smaller number of BAME employees (21%) – any change in the composition of the group results in fluctuations – also a contributing factor continues to be the lack of BAME representation at senior levels of the university.
- The Median hourly rates are a Lecturer in Grade I (White), and an Officer role in Grade G (BAME).
- The HE sector median is 2.6%.

2.3.3 The difference in mean bonus pay paid to relevant White employees and that paid to relevant BAME employees.

$$\text{Mean} = (\text{mean White bonus pay} - \text{mean BAME bonus pay}) * 100 / \text{mean White bonus pay}$$

Ethnicity	2020	2021	2022	2023	2024
White	£1,005.20	£473.86	£5,236	£3,582.50	£2,098.32
BAME	£100.00	£708.09	£1,820	£725.98	£628.85
Mean Ethnicity Bonus Gap	90%	-49.43%	65.24%	79.73%	29.97%

- “Bonuses” include Outstanding Performance Awards (OPAs), Senior management non-consolidated performance related payments (SLRM) and SLT non-consolidated performance related payments (agreed by Remco).
- We have no BAME representation on SLT, and only 2 x BAME individuals in SLRM – BAME individuals make up 21% of St Mary's employees – if extrapolated this should mean that, of the 29 individuals in the SLRM, at least 6 should be BAME.

2.3.4 The difference in median bonus pay paid to relevant White employees and that paid to relevant BAME employees.

$$\text{Median} = (\text{median White bonus pay} - \text{median BAME bonus pay}) * 100 / \text{median White bonus pay}$$

Ethnicity	2020	2021	2022	2023	2024
White	£100.00	£150.00	£3,000	£924.95	£1,125
BAME	£100.00	£708.09	£1,820	£562.58	525.30

Median Ethnicity Bonus Gap	0%	-372.06%	39.33%	39.17%	46.69%
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- Relatively small numbers of White and BAME employees receiving a bonus (as defined by the GPG calculations) ie at St Mary's, our bonuses include SLT & SLRM non consolidated payments, OPA awards, and vouchers.
- Both the Median White bonus & BAME bonus payments were SLRM recipients.

2.3.5 The proportions of relevant White and BAME employees who were paid bonus pay in the relevant 12 month period.

	2020	2021	2022	2023	2024
White staff paid bonus	62	26	28	70	41
Total White staff	862	777	806	840	823
Percentage White staff paid bonus	7.2%	3.34%	3.47%	8.33%	4.98%
BAME staff paid bonus	3	2	2	12	3
Total BAME staff	229	226	231	261	239
Percentage BAME staff paid bonus	1.3%	0.88%	0.86%	4.60%	1.26%

2.3.6 The proportions of White and BAME full-pay relevant employees in four notional quartile pay bands

Quartiles are defined by calculating the pay rate data of all relevant employees from the lowest to the highest pay rate and splitting them into four equal parts.

	No of e'ees	% in quartile	No of e'ees	% in quartile	No of e'ees	% in quartile	No of e'ees	% in quartile	No of e'ees	% in quartile
	2020	2020	2021	2021	2022	2022	2023	2023	2024	2024
Q1 – Lowest Pay Band										
White	179	60%	148	55%	154	55.8%	181	63.5%	170	59.7%
BAME	89	30%	97	36%	93	33.7%	91	31.9%	69	24.2%
N/D	29	10%	24	9%	29	10.5%	13	4.6%	46	16.1%
Q2 – Lower Middle Pay Band										
White	209	70%	197	73.5%	208	75.6%	192	67.6%	197	68.9%
BAME	59	20%	50	18.5%	52	18.9%	82	28.9%	79	27.6%
N/D	29	10%	21	7%	15	5.5%	10	3.5%	10	3.5%
Q3 – Upper Middle Pay Band										
White	227	76%	210	78.2%	215	78.2%	233	82%	219	82.9%
BAME	47	16%	45	16.8%	50	18.2%	47	16.6%	56	12.2%
N/D	23	8%	13	5%	10	3.6%	4	1.4%	11	4.9%
Q4 – Highest Pay Band										
White	247	83%	222	83%	229	83.3%	234	82.4%	237	82.9%
BAME	34	12%	34	13%	36	13.1%	41	14.4%	35	12.2%
N/D	15	5%	12	4%	10	3.6%	9	3.2%	14	4.9%

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- White individuals continue to dominate all quartiles, especially Q3 & Q4, which naturally affects both the Mean Ethnicity Pay Gap and Median Ethnicity Pay Gap.
- Another key factor is the lack of diversity at senior levels. 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.
- The increase in non disclosure will also have impacted the data.

2.3.7 Breaking down the BAME “umbrella” category

We know that 21% of our employees are from Black, Asian, and Minority Ethnic (BAME) backgrounds. However, the term BAME can be problematic in that it portrays a false homogeneity of experience across a vast array of ethnic groups and can facilitate a lack of detailed analysis seeking to understand nuanced experiences and inequalities amongst each ethnic group. The following is a more detailed breakdown by ethnic group of St Mary’s headcount, Mean Ethnicity Pay Gap, and Median Ethnicity Pay Gap:

Headcount

Ethnicity	No of relevant employees	As % of the total
Asian	132	11.5%
Black	52	4.5%
Mixed	46	4.0%
Other	9	1%
BAME (total)	239	21%
Non-disclosure	81	7%
White	823	72%

Mean Pay Gap

Ethnic Group	Mean Hourly Rate (2021)	Mean EPG (2021)	Mean Hourly Rate (2022)	Mean EPG (2022)	Mean Hourly Rate (2023)	Mean EPG (2023)	Mean Hourly Rate (2024)	Mean EPG (2024)
White	£23.00	-	£20.87	-	£21.47	-	£23.14	-
Asian	£16.57	27.98%	£17.55	15.91%	£17.14	20.16%	£19.12	17.36%
Black	£16.78	27.07%	£16.32	21.77%	£17.21	19.85%	£19.27	16.73%
Mixed	£16.50	28.26%	£17.78	14.78%	£18.41	14.26%	£19.50	15.71%
Other	£16.49	28.33%	£15.29	26.72%	£16.42	23.50%	£20.22	12.61%
BAME	£16.27	30.14%	£16.87	19.16%	£17.35	19.19%	£19.28	16.68%

- That White individuals (the largest category) dominate most grades, but especially the higher-level roles e.g. the SLT are all White, and all but two individuals in the SLRM are White.

Median Pay Gap

Ethnic Group	Median Hourly Rate (2021)	Median EPG (2021)	Median Hourly Rate (2022)	Median Hourly EPG (2022)	Median Hourly Rate (2023)	Median Hourly EPG (2023)	Median Hourly Rate (2024)	Median Hourly EPG (2024)
White	£20.24	n/a	£20.54	n/a	£20.92	-	£22.86	-
Asian	£14.64	27.67%	£16.39	20.20%	£14.52	30.60%	£17.82	22.12%
Black	£13.09	35.33%	£10.85	47.18%	£15.01	28.26%	£17.14	25.11%
Mixed	£12.86	36.49%	£18.80	8.47%	£15.43	26.25%	£18.08	20.98%
Other	£12.49	38.32%	£11.29	45.03%	£12.85	38.56%	£20.41	10.80%
BAME	£16.47	18.63%	£18.80	8.47%	£14.58	30.31%	£18.08	20.98%

- White individuals dominate all quartiles, especially Q3 & Q4, which naturally affects both the Mean Ethnicity Pay Gap and Median Ethnicity Pay Gap.
- Median White rate equates to a Lecturer (grade I), with the Other rate being a Link Tutor (grade H), and the Mean rate for the other ethnic groupings being in in F/G (Officer level).

2.4 Conclusions

- The decrease in representation of BAME colleagues in the upper quartiles is most likely a significant cause for the ethnicity pay gap as displayed in this report. Trend analysis involving data for subsequent years should be helpful in further determinations as to whether this is the case. However, small numbers of BAME employees to start with, and the impact of any changes to these figures over the years will result in fluctuations in trend analysis that might be misleading/unhelpful.
- Similarly with bonus pay gaps – so few BAME individuals receive bonuses that changes in data year on year might make trend analysis difficult/impossible.
- It is prudent to continue to break down discrepancies in pay by individual ethnicities, rather than just analysing BAME colleagues in one category.

3. Intersectional pay gap – ethnicity & gender

When comparing pay for different staff groups, it is clear that the combined impact of gender and ethnicity has the potential to cause very large pay gaps between White men and ethnic minority women. UCEA's Intersectional Pay Gaps in HE (2021-22), published in January 2024, shows the Median intersectional pay gap is greatest for Black Females. However, all male ethnic groups have smaller pay gaps than the White Female gap.

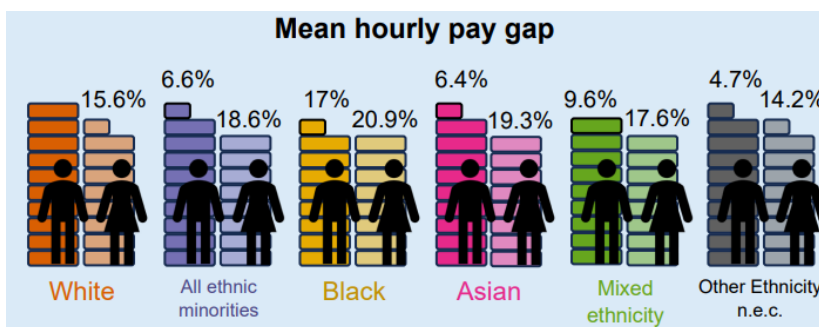
Looking at the Mean intersectional pay gap information, the Black Female group has the greatest pay gap.

3.1 Mean Intersectional pay gap

Ethnic/Gender Group	Hourly rate (Mean) 2022	% gap with the White Male	Hourly rate (Mean) 2023	% gap with the White Male	Hourly rate (Mean) 2024	% gap with the White Male

		salary (2022)		salary (2023)		salary (2024)
White male	£23.15	-	£23.57	-	£25.61	-
White female	£19.40	16.20%	£20.03	15.05%	£21.67	15.38%
Asian male	£17.39	24.88%	£17.67	25.06%	£19.26	24.80%
Asian female	£17.39	24.88%	£16.84	28.55%	£19.05	25.61%
Black male	£16.43	29.03%	£19.01	19.37%	£21.70	15.27%
Black female	£13.95	39.74%	£15.98	32.23%	£17.74	30.73%
Mixed male	£15.25	34.13%	£15.81	32.93%	£16.62	35.10%
Mixed female	£18.92	18.27%	£19.75	16.23%	£20.76	18.94%
Other male	£15.96	31.06%	£13.50	42.72%	£17.01	33.58%
Other female	£15.96	31.06%	£19.02	19.31%	£21.82	14.80%

- The relatively low numbers of BAME individuals, when broken down into more detailed 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 eg a change in composition of a group eg an additional Black Female joining in grade L will affect %. For instance, we have 3 males in “Other”, and 6 females – with such small numbers, trend analysis becomes difficult/meaningless.

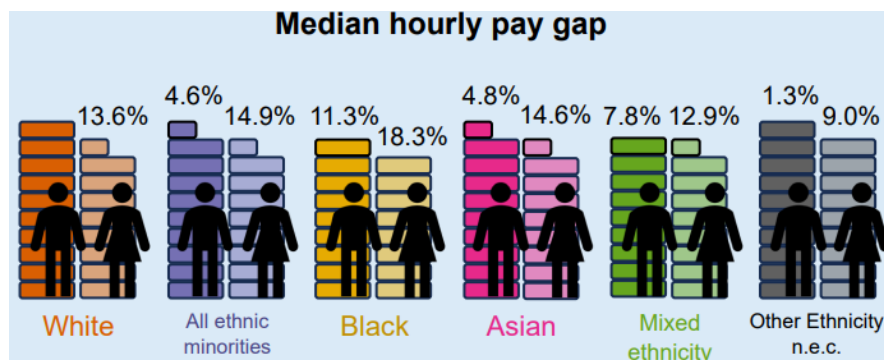


Source – UCEA “Intersectional Pay Gaps in HE (2021-22)”

3.2 Median Intersectional pay gap

Ethnic/Gender Group	Hourly rate (Median) 2022	% gap with the White Male salary 2022	Hourly rate (Median) 2023	% gap with the White Male salary 2023	Hourly rate (Median) 2024	% gap with the White Male salary 2024
White Male	£21.79	-	£22.32	-	£25.74	
White female	£18.80	13.72%	£19.97	10.53%	£20.41	20.71%
Asian male	£10.85	50.21%	£14.58	34.68%	£16.12	37.37%
Asian female	£16.64	23.66%	£14.45	35.26%	£18.08	29.76%
Black male	£10.85	50.21%	£17.05	23.61%	£23.61	8.28%
Black female	£10.85	50.21%	£14.21	36.36%	£15.14	41.18%
Mixed male	£10.85	50.21%	£12.90	42.20%	£16.27	36.79%
Mixed female	£20.58	5.58%	£19.97	10.53%	£19.25	25.21%
Other male	£10.85	50.21%	£11.85	46.93%	£14.08	45.30%

Other female	£12.20	44.01%	£19.97	10.53%	£22.38	13.05%
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Source – UCEA “Intersectional Pay Gaps in HE (2021-22)”

3.3 Conclusions

- Analysing the intersection of ethnicity and gender will present a more detailed picture of possible structural inequalities at St Mary’s which can support any action plan developed to address the gaps.

4 Summary of Actions (April 2023 – March 2024)

In April 2023 we achieved Athena Swan Bronze, and in January 2024 we received Race Equality Charter (Bronze). It means action plans are in place for both gender and race equality. Key actions include:

Recruitment

- Embedding Inclusive Hiring practices eg training line managers, utilising Inclusive Hiring Advisors on interview and staff engagement panels, etc to promote an inclusive approach to the attraction and recruitment of staff.

Staff development & engagement

- Championing the Aurora women’s personal and professional development programme. This year we funded an additional six places (with 40% of delegates from a BAME background).
- Funding 13 places on the Springboard programme (with 38% of delegates from a BAME background) - another development programme for women.
- Monitoring progress of the changes to the academic promotions criteria and framework outlined in our Gender Equality Steering Group action plan.
- In October 2023 we held our first SM4U event, to showcase our 6 x EDI staff groups, as well as other staff related initiatives e.g., Mental Health First Aiders, staff clubs, etc and staff benefits
- Our 6 x EDI staff group Chairs form part of the EDI Board, jointly chaired by the HR Director and Student Union President.

Culture/Work environment

- Hybrid and Flexible working - ensuring policies and practices are in place that support part-time and flexible working relevant for the job role.

- Ensuring continued management and staff awareness of our menopause policy & guidance by actively promoting it through new staff induction and manager induction. As part of the SM4U event there was a presentation on “An introduction to Menopause and breast cancer awareness”
- Family-friendly initiatives eg paternity leave, shared parental leave, enhanced maternity & adoption pay, etc

Data analysis

- Submitting pay gap data to UCEA to allow equality pay gap data benchmarking across the higher education sector.
- Using the insights from the pay gap analysis to identify where progression for female, and BAME staff can be encouraged.

Appendix 1

1. Gender Pay Gap Legislation – required data

Government regulations require employers to report on the following six metrics annually:

- i. The difference in **mean¹ hourly rate** of pay of male full-pay relevant² employees and that of female full-pay relevant employees.
- ii. The difference in **median³ hourly rate** of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- iii. The difference in **mean bonus⁴ pay** paid to relevant male employees and that paid to relevant female employees.
- iv. The difference in **median bonus pay** paid to relevant male employees and that paid to relevant female employees.
- v. The **proportions⁵ of relevant male and female** employees **who were paid bonus pay** in the relevant 12 month period.
- vi. The **proportions of male and female** full-pay relevant employees **in four notional quartile⁶ pay bands**.

Data ie the “snapshot” is taken as at **31st March 2024**, with the Government regulations requiring employers to report by **30th March 2025**.

2. Ethnicity Pay Gap – guidance

While ethnicity pay reporting is voluntary, many employers already report on their ethnicity pay data. However, last year saw the first government guidance on EPG, setting out a consistent approach to measuring pay differences which mirror the GPG six metrics:

- i. The difference in **mean¹ hourly rate** of pay of white full-pay relevant² employees and that of BAME full-pay relevant employees.
- ii. The difference in **median³ hourly rate** of pay of white full-pay relevant employees and that of BAME full-pay relevant employees.
- iii. The difference in **mean bonus⁴ pay** paid to relevant white employees and that paid to relevant BAME employees.
- iv. The difference in **median bonus pay** paid to relevant white employees and that paid to relevant BAME employees.
- v. The **proportions⁵ of relevant white and BAME** employees **who were paid bonus pay** in the relevant 12 month period.
- vi. The **proportions of white and BAME** full-pay relevant employees **in four notional quartile⁶ pay bands**.

Data ie the “snapshot” is taken as at **31st March 2024**, with the Government regulations requiring employers to report by **30th March 2025**. With Ethnicity Pay Gap reporting, those that have “not disclosed” their ethnicity are also looked at.

¹ Mean is the sum of all listed values divided by the number of values. Put simply, this is the average pay.

² ‘Full-pay relevant employee’ means a person employed by the relevant employer (which has 250 or more employees) on the snapshot date, who is not, during the relevant pay period, being paid at reduced rate or nil as a result of being on leave e.g. maternity or sick leave.

³ Median means the middle value in a list where the values are listed in a numerical order, from lowest to highest.

⁴ Bonus pay received during the period of twelve months preceding the relevant date.

⁵ This is expressed as a percentage of the total number of all relevant male employees and female employees respectively.

⁶ To calculate quartiles the pay rate data of all relevant employees was arranged from the lowest to the highest pay rate and split into four equal parts.

Gender Pay Gap – HE sector data & trends (UCEA)

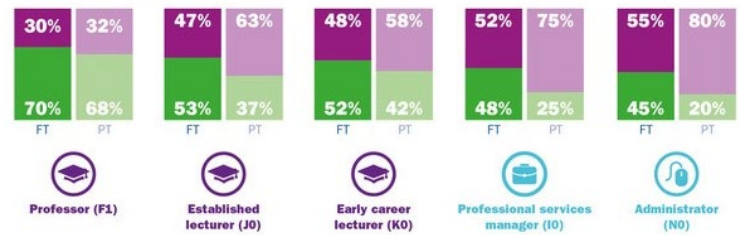
What is the gender balance in the HE workforce?



Source: HESA, 2022–23.

How does the gender balance differ by roles?

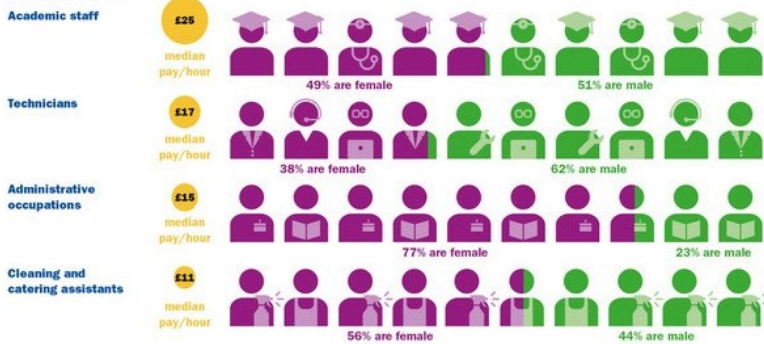
The balance between male and female employees varies across roles between full-time (FT) and part-time (PT) work, for



Source: HESA, 2022–23. Selected job levels. HESA contract level shown in brackets.

What is horizontal segregation?

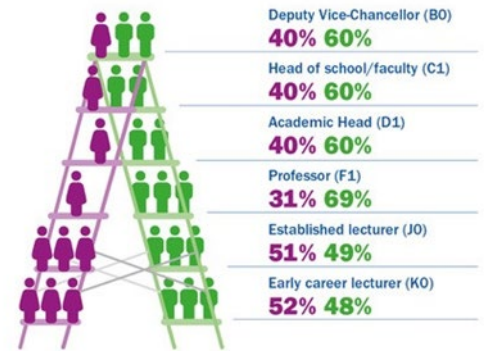
Gender pay gaps can highlight areas that require investigation by employers. Differences in the distribution of women and men in the workforce is often referred to as ‘occupational segregation’. Horizontal segregation is the tendency for women and men to be concentrated in different occupations.



Source: HESA, 2022–23. Hourly rate based on median earnings for full and part-time staff and 36 hour working week.

What is vertical segregation?

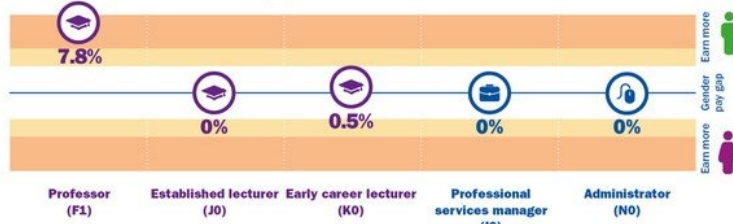
Vertical segregation is the tendency for different numbers of men and women to be in roles at different levels. This is not about equal pay – as men and women should be paid equally on the ranges for each job level – but typically, including in HE, women are underrepresented in the senior levels and may be overrepresented in the lower levels.



Source: HESA, 2022–23. Based on head count for all staff (full-time and part-time).

Where do we see gender pay gaps within the HE workforce?

The Equality and Human Rights Commission defines gender pay gaps of 5% or more, or any recurring differences of 3% or more, as meriting further investigation. Examples below show how gaps exist within job roles as well as within an organisation. This could be due to the pay offered in different subjects or roles within the same responsibility level and the gender split between the different subjects/roles. Many roles covered by the HE pay spine have no GPG. The larger gender gap across the sector reflects the horizontal and vertical segregation.



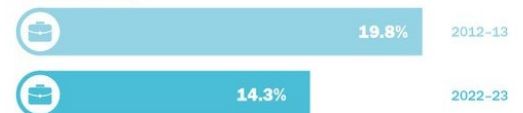
Source: HESA, 2022–23. Based on median basic salary for all staff (full-time and part-time). Selected job levels. HESA contract level shown in brackets.

Gender pay gap over the decade: how is HE doing?

Higher education



Whole economy



Source: ONS ASHE, 2013, 2023 (provisional). Based on median gross hourly earnings excluding overtime for all employees (full-time and part-time).

Note: the GPG figures in ‘Gender pay gap over the decade’ refer to Teaching staff only ie no professional services

Appendix 3

UCEA/HESA Contract level

Contract level records the Universities and Colleges Employers Association (UCEA) or XpertHR defined level of the contract

1: Head of institution, vice-chancellor (VC/Principal) - the most senior manager within the institution

2: deputy/pro vice-chancellor (D/PVC) - these roles are the highest level appointments reporting directly to the VC and will have primary responsibility for the organisation's performance and strategic development. They are responsible for a major part of the academic life of the university, and have responsibility across the institution, or have an overseeing role over, all/most of the internal professional/administrative services of the institution eg COO

3a: head/director of major academic area. These roles will be heads of major academic areas where a number of schools/departments/divisions are combined into a small number of larger groupings. These roles have significant management and resource responsibility and will be part of the university's senior management.

3b: director of major function/group of functions - these roles have overall responsibility for matters across a major function or group of functions or defined activity. Will be part of the university's senior management team. At St Marys, roles include Director of Estates & Facilities, Director HR, CIO, Director of Student Operations

3/4a1: head of school/division/department/centre size 1 Head of distinct area of academic responsibility, likely to be a school or department. Unlikely to be on the senior management team, unless it is the first level of function head below the role of level 2. At St Mary's, our Director of Institute roles are in this category

3/4a2: head of school/division/department/centre size 2 Head of distinct area of academic responsibility, likely to be a school or department and will have responsibility for all staff within the school/department. Unlikely to be on the senior management team, unless it is the first level of function head below the role of level 2.

3/4a3: head of school/division/department/centre size 3 Head of distinct area of academic responsibility, likely to be a school or department. Unlikely to be on the senior management team, unless it is the first level of function head below the role of level 2. Our Academic Head of Department roles are in this level

4a: head of a sub-set of academic area/directors of small centres Will have responsibility for a subset of a division/department/school (eg subject discipline group) or research group, or cross school/department responsibility (eg director of research). May include professors who head departments/research centres.

4b: senior function head Will have full responsibility for a complete function or activity below senior management team level but will be part of the management team for the overall function.

5a: professor Senior academic appointments which may carry the title of professor but which do not have departmental line management responsibilities.

5b: function head These roles have full managerial responsibility for one or more activities and input into policy formation for those activities. Responsibility for staff within the area of activity.

Level I – non-academic staff section manager, senior lecturer (pre-92), principal lecturer (post92), reader, principal research fellow. To be responsible for the day-to-day management of a significant professional service unit, activity, department or project, with specifically identified responsibilities.

Level J – section/team leader (professional, technical, administrative), lecturer B (pre-92), senior lecturer (post-92), senior research fellow. Responsible for the day-to-day management of a team of staff. Specialists with experience or seniority but limited management responsibility may be found at this level.

Level K – senior professional/technical staff, lecturer A (pre-92), lecturer (post-92), research fellow, researcher/ senior research assistant, teaching fellow. Operates at an experienced, professional level in a single area of work without supervision. Likely to be responsible for less experienced staff at level L and below and may coordinate the activities of a team. In the case of academic staff there may be no responsibility for staff or budgets but significant responsibility for students.

Level L – professional/technical/senior administrative staff, research assistant, teaching assistant. Operates as a fully competent professional within a single area of work with minimal supervision. This is a standard 'Officer' level.

Level M – assistant professional staff, administrative staff. Typically an entry level professional, working under instruction from others. May be part-qualified in an appropriate professional discipline. May supervise/guide less experienced staff.

Level N – junior administrative staff, clerical staff, technician/craftsman, operative - performing a range of simple, routine tasks within basic procedures and under regular supervision.

Level O – routine task provider Carrying out a range of simple tasks within a defined routine and where guidance is readily available/under regular supervision.

Level P – simple task provider Carrying out simple and/or repetitive tasks under close supervision. These tasks and routines are generally simple and repetitive and are closely supervised.