

St Mary's
University
Twickenham
London



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Gender Pay Gap Report 2019

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St Mary's University is fully committed to addressing workplace barriers to equality by creating an inclusive culture, promoting equality of opportunity and respecting differences amongst its staff, students and other stakeholders. 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 are a key social and moral challenge that we are committed to tackling.

Gender equality is a significant part of our continued commitment to equality, diversity and inclusion. Whilst we can be proud of our progress, we acknowledge that the data in this report indicates a gender pay gap. To a degree this reflects the structural features of the workforce and we are taking a number of measures to ensure promotion, progression and staff development to bridge our gender pay gap.

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.

Executive summary

There have been mixed results despite the work undertaken to reduce the University's gender pay gap. However, we recognise that making genuine and sustained progress in respect of gender pay issues does take time, particularly as changes need time to embed and have an impact.

Since 2018, the overall mean pay gap has increased by 2.75% to 17.89%, and the median pay gap has increased by 1.81% to 20.96% in favour of male staff.

Female staff still typically occupy support roles with the lowest pay rates, such as campus services and administrative functions.

The mean bonus pay has been in favour of females previously, and remains so. Female bonus pay is still greater by 15.51%.

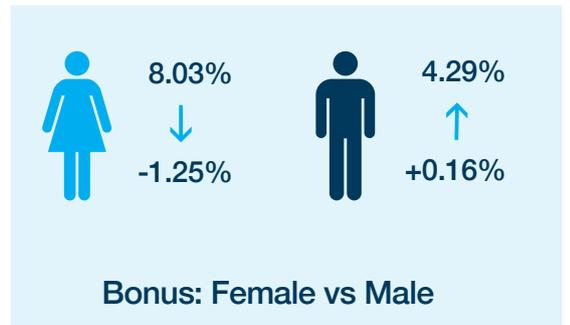
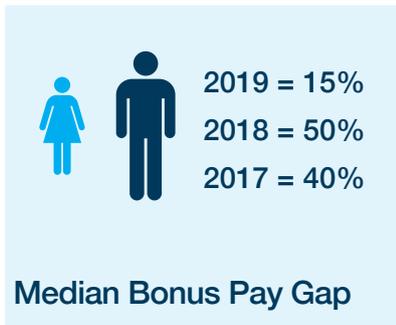
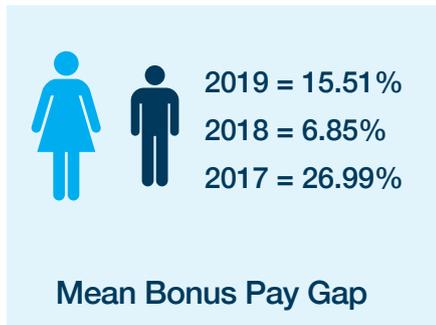
St Mary's University Gender Pay Gap Metrics

The visual representation of the 2018 report metrics includes the variance from 2017.

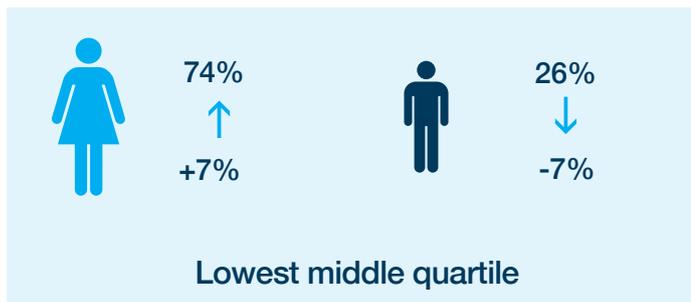
The mean and median gender pay gap



The mean and median gender bonus pay gap and the proportion of male and female staff who received bonus



Pay by quartiles



Key statistics and findings

The University captured its pay data for the first time in March 2017 and we are now in the third year of this legislative requirement. The 31st March 2019 snapshot showed the University's workforce was made up of 62% female and 38% male, a change of 3.6% in favour of females. Between the 2018 and 2019 snapshot dates, there were 41 fewer males, and five more females. However, restructuring, in terms of staff leavers, has affected males and females equally.

As reported, the overall mean pay gap has increased by 2.75% to 17.89%, and the median pay gap has increased by 1.81% to 20.96% in favour of male staff. These changes are not the result of pay inequality but instead are the result of the different types and seniority of the roles in which men and women tend to work.

Female staff still typically occupy support roles with the lowest pay rates, such as campus services and administrative functions. Women make up over 70% of staff in quartiles one and two (the bottom 50% of the pay scale). We have a disproportionately high number of females employed in lower level roles (grades A-C), for example, Catering Assistant, Cleaner, Student Ambassador, and also in grades D-F where we find many administration/support roles.

The mean gender pay gap is in favour of male academic staff by 5.34%, having gone down very slightly from 2018 when it was 5.57%.

The median gender pay gap is in favour of male academic staff by only 1.07%, having gone down from 3.62%. There is no one main contributing factor for this.

The proportions of women and men who receive bonus pay are 8.03% and 4.29% respectively. Mean bonus pay is in favour of females by 15.51%. The bonus gaps have fluctuated over the last three years due to comparing a relatively small number of people who receive bonuses.

The University's work on bridging the Gender Pay Gap

The University is committed to bridging its gender pay gap and continues to work through the actions identified and implemented from the 2018 report. There has been progress and we acknowledge impact of these actions will be more evident over time.

The 2019 report recommends:

- Deliver a further Springboard development programme – administrators have been targeted for the January 2020 cohort.
- Secure four places on Advance HE's Aurora programme, for women aspiring to leadership and management roles. This programme begins in February 2020.
- Apply an Equality Impact Assessment to the Making and Difference Award once it is implemented again. Analyse trends and enable necessary corrective action where imbalances become evident on the payments made to males and females. Some progress has already been made by reducing the top limit from £200 to £100.
- Begin the work towards an Athena Swan bronze award submission – this will continue throughout 2020 – and will highlight the areas and the actions to focus on for a four-year action plan, which will also support the closing of the gender pay gap.
- Engage the Diversity and Inclusion staff group – and especially the Women's network group – to bring a community-wide approach to closing the gender pay gap.

The University recognises that the high concentration of female staff in campus services roles is reflective of the wider economy and that the results of any steps taken to address its gender pay gap may be expected over a long time-period. Nonetheless, by creating an inclusive culture, promoting equality of opportunity and respecting differences amongst its staff, students and other stakeholders, St Mary's remains dedicated to addressing workplace barriers to equality.