St Mary's
University
Twickenham
London

Annual Report

Staff Equality,
Diversity &
Inclusion

July
2025

Staff Equality, Diversity and Inclusion Annual Report
July 2025

1. Introduction - our commitment to equality, diversity and inclusion

St Mary's University is committed to creating an inclusive culture by promoting equality of opportunity and respecting differences amongst its staff, students and other stakeholders. Our mission is to develop the whole person and empower our community to have a positive impact on the world. Our values of Generosity of Spirit, Inclusiveness, Respect and Excellence, shape our behaviour and inform our decisions.

Our commitment and activity in relation to equality, diversity and inclusion (both in respect of staff and students) derives from our mission and values and recognises the value of the human person. It stems beyond legal compliance to recognise the broader benefits of an inclusive and welcoming place of work and study.

There is much evidence that workplaces which are genuinely inclusive, underpinned by a welcoming and equitable ethos and values-based leadership, benefit hugely in terms of staff engagement, wellbeing and performance. This will also help to create a diverse and inclusive University community that enables creativity, imagination and innovation and is truly representative of our student population.

2. Purpose of the annual report

The University is under a legal duty (as part of the Public Sector Equality Duty) to review and publish equality data each year. As part of our regular equality, diversity, and inclusion (EDI) activity, this annual report summarises the data for staff, and informs the base for the future

development of our EDI agenda, equality charters action plans, and our People Strategy.

The report is presented to key University committees for their consideration, before final sign off by the Finance and Resources Committee on behalf of the Governing Body. Thereafter, the Annual Report will be published on our website.

The purposes of the Annual Report are to:

- outline EDI activity that has taken place since our last annual EDI report (July 2024)
- present statistical staff D&I data that shows comparison figures to last year and a trajectory over 5 years from 2019/20 – 2023/24
- set out our ongoing actions and plans.

3. The Equality, Diversity and Inclusion Board and staff networks

The Equality Diversity and Inclusion Board is tasked with the strategic management of both staff and student EDI programmes of activities within St Mary's University to ensure alignment as appropriate. This best enables the University to take a holistic approach with the aim of developing and sharing best practice.

The Board was jointly chaired by the Director of Human Resources and the President of the Student Union until April 2025 when chairmanship passed from the Director of HR to the Dean of Education and Outcomes following a change in University strategic lead responsibility for EDI. Membership of the Board includes the Chairs of Staff Networks, SMSU officers and representatives from business areas who lead strands of the Universities EDI activities.

This report and the EDI Student Annual Report have been presented to the Board for approval.

As the scope of this report is limited to staff activity, it should be noted that the Board continues to enable activities to focus on improvements for specific staff groups as well as delivery of strategic priorities, underpinned by our values. There are six Staff Network groups in place, listed below. The groups champion staff EDI through a range of interventions.

- Women's Network
- Race Equality Network
- Disability Network
- LGBTQ+ Network
- Interfaith Network

- Parents and Carers' Network

4. Progress – Key Achievements (further to the last Annual Report)

This section provides a commentary on key EDI progress since the last annual EDI report in July 2024. The statistical report in Appendix 1 shows the impact of work undertaken in the last year and highlights key trends as well as benchmarking against the HE sector. Since the last report in July 2024, key achievements in respect of staff equality, diversity, and inclusion include:

Athena Swan

The University was awarded the Athena Swan Bronze Award in April 2023.
Since then, a Gender Equality Steering Group (GESG) has been established to monitor implementation of the charter action plan. Our action plan focuses on the following seven intentions:

1. Embed Gender Equality into the Governance, Culture, and Recognition Structures at St Mary's
2. Improve Outcomes by Gender within Student Programmes
3. Develop Strong Pipeline of Female Staff Ready to Take on Leadership Roles
4. Align Academic Promotion, Appraisal, Workload Model, and Research Tariff Allocation Processes to Value Citizenship Tasks
5. Remove Barriers to Career Progression for Staff with Caring Responsibilities
6. Build a University-Wide Culture of Gender Equality
7. Increase the Gender & Racial Diversity of Key University Decision-Makers

The GESG is tasked with carrying out actions in our action plan, ensuring we are living out our commitments to improve gender equality at St Mary's.

Progress has been made on 58 out of the 82 actions in the plan.

The work of the group has included delivering action to:
- Ensure gender balance on the University promotions Committee
- Recognise the Chair and committee members activities in the workload allocation model
- Update appraisal training to include guidance for line managers in supporting the development of their direct reports; the training was developed with input from the EDI Networks
- Track attendance data for induction, uptake has increased because of introduction of an all-staff induction; the introduction of SMILE learning management system will enable diversity

data to be included as part of training evaluations generally

- 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 staff.

- Introduce research mentoring by promoting Mentoring for Research Development Scheme (M4RD) and deliver localised faculty "look forward" workshops led by Research subject lead

- Introduce a new Family Friendly Hub of HR policies and guidance including support for parents returning to work, flexible working policies and Hybrid Working Guidance in consultation with our six EDI staff networks and Trade Unions

- 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.

- Ensuring facilities for pre- and post-partum women are appropriately publicised and fit for purpose.

For the 23/24 academic promotion round, we implemented several changes as outlined in our Gender Equality Steering Group action plan, including:

- The introduction of the Professional Practice Pathway has increased the proportion of academic promotion applications from female staff.

- The further enhancement of feedback applicants receives from the University Promotions Committee.

- HR proactively writing 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.

- Successful applicants for promotion leading workshops for staff groups to share experience and best practice).

- Reviewing Academic Promotions policy and guidance documents to include inclusive wording.

- Tasks disproportionally carried out by female and ethnic minority staff (citizenship, mentorship, and enhancement of student experience) now included in the Academic Promotions Guidance.

- HR coordinated a global mentoring scheme and hosted a presentation from CTESS to clarify the academic promotion process.

- Providing EDI data analysis to Deans and University Promotion Committee on applications for academic promotion.

Applications from female academic staff increased to 65.4% in 2023/24, from 56.5% in 22/23 and markedly above 35% in 20/21. The total female population is 58.8%, so female applications are +6.6% above expectations. It is believed that the University's efforts to provide additional support to female academic colleagues is now delivering positive results. The decision-making process for the University by gender suggests a consistent approach with 69.2% of women being successful in their applications (+4.2%) the next academic promotion round will be in 25/26.

Race Equality Charter

The University was awarded the Race Equality Bronze Award in January 2024. The assessment panel recognised that *"the University's application signals the commitment of its journey towards race equality, establishing a framework from which further advancement can continue."*

This outcome reflected the considerable efforts of the Self-Assessment Team (SAT) in delivering the first ever race-focused staff and student survey and focus groups; a comprehensive institution wide data collection and analysis which was shared with SMU community to increase awareness of lived experience of race equality; and to create of a multi-year SMART action plan to address barriers to race equality identified in the data.

The SAT is now working with department heads and heads of service to monitor implementation. The SAT have met to formulate a working spreadsheet of actions and are currently working with department heads to update progress. This will be reviewed on a regular basis over the next year.

The REC hosted EDI microaggression and bystander training for the Senior leadership team in line with the action plan as well as re-tension anti racism training for the middle management and program leads in preparation for working on implementation of the charter action plan.

Disability Confident

St Mary's University is a Level 2 Disability Confident Employer. St Mary's has a small working group to lead on our Disability Confident work, comprised of representatives from HR, Employability, Student Wellbeing, and our Staff Disability Network.

Commitments for Level 2 are grouped into two themes: (1) Getting the right people for your business; and (2) Keeping and developing your people.

We have been proud to achieve some key milestones in our efforts to become a more inclusive and

accessible employer for our staff with disabilities and long-term health conditions over our past three years in the Disability Confident scheme. The Disability Confident Working Group has an action plan to ensure we are living out our Level 2 commitments.

LGBTQ+ Inclusion

The results of the LGBTQ+ Student Survey (conducted in Feb-Mar 2024) were analysed and a number of actions identified, as follows:

Action	Owner
Improve visibility of the Pride Society and continue to empower student leaders to create events for the community through the new EDI Student Networks.	SMSU
Launch an annual Pride celebration for students as part of the community.	SMSU
Create a 'Diversity in the Curriculum' campaign and workstream – Sarah Redmann / CTESS (Laura Minogue / Julia Brennan).	CTESS
Improve awareness of the updated Report and Support tool.	Statement of Expectations group
Continue campaigns such as the LGBTQ+ History Month exhibition to improve visibility of LGBTQ+ staff and students.	LGBTQ+ Staff Network + SMSU
Continue campaigns to promote LGBTQ+ inclusion in sport, such as rainbow laces.	Faculty of Sport and Sport St Mary's
Diversify marketing material (online, social media, prospectuses, campus imagery etc.) helping potential LGBTQ+ students to see themselves represented at St Mary's, prior to application / enrolment. [Applies to some other EDI strands too].	Marketing team
Encourage staff to utilise gender inclusive language in teaching and learning materials	CTESS
Leverage the expertise gained by the LGBTQ+ Champions (who have been previously trained by the LGBTQ+ Foundation) which is not currently being utilised effectively.	HR
Expand the Gender Awareness Training to new staff and those who did not attend the training when it was previously run in 2023 – with particular emphasis on staff in student facing roles.	HR

Owners for each action have been identified, and the owners are progressing them (though at varying paces).

The project itself is not directly responsible for delivering these actions but is endeavouring to hold the owners to account.

EDI Staff Networks

The EDI staff networks are key to operational delivery of the People Strategy and engaging staff in this work. The network leads work closely with the SMSU to ensure collaboration and promotion of activity to students and staff. The networks produce an enormous amount of opportunities for engagement in EDI-related initiatives, particularly in terms of events open to staff and students. The networks also provide consultation to senior leadership on HR strategy development and best practice for addressing EDI-related issues.

Race Equity Network

The Race Equity Staff Network is made up of staff who wish to improve the racial inequity of staff and students at the University, creating a positive environment where everybody, regardless of their background, can flourish and feel like they belong. This year has been another busy one for the Race Equity Network, with a calendar of events across the year to raise awareness of the diverse community at the University including:

- September 2023 a stand at freshers fayre welcome new students to the network
- October 2023 Black history month events.
- November 2023 Black history month Gala a celebration of Black student's achievements in the classroom and the community.
- Discussion events including a Home place panel discussion on belonging and a joint conversation on race with St Mary's and Leeds Trinity students and staff
- Chai and chat events for students to meet staff in an informal setting and share experiences and ideas.
- June 2024 the first South West Asia and North Africa celebration.
- July 2024 South Asian Heritage month celebration

LGBTQ+ Staff Network

For Pride Month 2024, the network hosted a Lunch & Learn Event on Tuesday 25th June 2024 with two fascinating speakers – Professor Zoë Playdon and St Mary's alumna, Yasmin Benoit – who provided insightful talks on the secret history of Ewen Forbes, and asexuality respectively.

The network created an interesting and informative "LGBTQ+ quiz" for the staff SM4U staff event in

October 2024 which asked attendees to test their knowledge of LGBTQ+ facts and figures.

LGBT+ History Month February 2025
Again, this year, the network held a Flag Raising Ceremony (in conjunction with SMSU) and a Charity Bake Sale which raised money for LGBTQ+ charity "Switchboard".

All these events were open to all members of staff / students irrespective of their sexual orientation or gender identity.

Parent and Carer's Network

The Parent and Carer's Network is dedicated to supporting colleagues who have parenting and/or caring responsibilities. We aim to build resilience by hosting external speakers and facilitating informal lunchtime drop-ins that offer connection and support.

The network is led by a group of parents and carers who bring empathy and shared understanding to their roles. At the start of the year, we invited members to complete a survey to help us better understand their needs and expectations. Events arranged this academic year include:

- Monthly lunchtime drop-ins
- Lunch and Learn with Carers UK
- Wellbeing check-in
- Memory Walk during Dementia Awareness week

We remain committed to growing the network's impact and reach in the next academic year.

Women's Staff Network

The Women's Staff network delivered a comprehensive programme of events to celebrate International Womens Day in March and appeal to as many people as possible and concluding the week with the 'Use your power to empower' celebrate a colleague nomination form, with 180 nominations. The events were:

- Mastering your Menstrual Cycle: Become an Expert in Your Own Body and Mind, with Ellie Jordan
- Free Yoga session in the Sports Hall
- Female Authors and Female Stories Workshop with SMU Library
- Informal Meet up in the Dolce Vita Cafe

- International Women's Day lecture - It's 2024 - Are Women Equal Today? with Seve Magill

The network received very positive feedback and wishes to continue the celebrations throughout the year, maintaining momentum. The Network aims to have more touch points throughout the year where female SMU staff can express how they need support from the network, and what events they would like to see.

Interfaith Network

The Staff Interfaith Network work to draw together a community of faith at St Mary's. The Network provides staff with opportunities to share food together, to dialogue with one another and to participate in a variety of events and meetings throughout the year.

In 2024/25, the Network hosted a "Food & Faith" lunch during Interfaith Week, worked with departments across St Mary's to put together the annual interfaith iftar and collaborated with the Richmond Faith & Belief Forum to host a "Dialogue on Creation".

The Network also invited guest speakers from the interfaith sector to join our meetings. At our February meeting, the Senior Programme Manager at the Council of Christians and Jews presented on "The Five Building Blocks for Bridge Building at University", encouraging staff to help students at St Mary's engage in and listen to multiple, and sometimes conflicting, narratives.

Our Network strives to embody St Mary's values of Inclusivity and Respect, cultivating a staff community where everyone is welcome.

Disability Staff Network

The Network aims to ensure that people with disabilities have a positive experience at St Mary's, from the point of applying for a job, to progression within the organisation. This year they have delivered:
- A CPD event was held on 13th February 2025 focusing on Disabled Student Commitment and information and support on stammering, delivered by Deborah Johnston from LSBU.
- Supported a few staff members with Autism screenings.
- Regular supportive catch-up meetings during the first term, and 'hang out and paint' sessions for staff have continued throughout the first and second terms. Dependent on demand, the 'hang out and paint' sessions will continue into the summer months.
- Several Sport St Mary's staff participated and organised several wheelchair rugby league student events throughout the year. As part of the St Mary's 175th celebrations, the

University held its first Wheelchair Rugby League Festival on 4th March 2025, which saw St Mary's staff play against students in the first game, followed by a combined St Mary's team playing against a London Invitational side, including players from local teams and England internationals. Prior to the Festival, student and qualified coach Lucy Howard provided Wheelchair Rugby League training to interested staff and students, supported by the St Mary's Rugby League team coach Kevin Rudd.

SM4U

The 2024 SM4U event focused on strengthening visibility and engagement with staff, particularly through its emphasis on the university's 6 EDI Networks, which included the LGBTQ+, Parents and Carers', Disability, Women's, Interfaith, and Race Equity groups. These networks played a central role in the event, resulting in 56 new sign-ups, highlighting the university's commitment to diversity, equity, and inclusion.

Beyond the EDI networks, the event also saw increased involvement from departments like HR, Mentoring, Academic Development, and Chaplaincy, along with external partners such as AMC (Andy's Man Club), Costco, DBC and Fuel Learning, all contributing to the inclusive community feel of the day.

The event's strong focus on EDI was further reflected in the wide range of staff and groups it supported, offering access to internal and external resources, perks, and professional development opportunities. With 213 attendees, the event highlighted the university's efforts to foster a more inclusive environment for all staff.

Gender & Ethnicity Pay Gap Reporting

The latest Gender and Ethnicity Pay Gap Report:
https://www.stmarys.ac.uk/equality/charters-and-reports/gender-ethnicity-pay-gap-reporting.aspx

was published on our external website in February 2025, including more detailed analysis by ethnic group and at the intersection of ethnicity and gender. The 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. 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).

The conclusions drawn from this report are as follows:
- The mean hourly rate is 13.25% and median hourly rate ay 16.22% in favour of males, a

slight increase since last year. 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).

- The 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. Female under-representation in senior roles also affects both pay gaps, as well as bonus pay gaps.

- Our ethnicity disclosure is outstanding at 93% and higher than the HE sector = 87% (2022, UCEA)

- Both the Mean and median hourly rate decreased to 16.68% and 20.98% respectively. 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 as white employees make up 80+% of those in Quartiles 3 and 4. 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 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, can greatly affect the Mean figures. 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 determining whether this is the case.

Our Gender Equality Steering Group and Race Equality Charter project teams are making use of our pay gap reporting data to inform their work implementing multi-year action plans to address these inequalities at the University. Some of the actions highlighted are intersectional. This year's Gender and Ethnicity Pay Gap report includes a series of actions we committed to in 2023 to continue closing these gaps, of which highlights include:

- The creation of the Gender Equality Steering Group (GESG) tasked with implementing the Athena Action Plan.

- 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.

- Increase recognition and value of "citizenship tasks" (i.e. EDI work, pastoral care of students, mentoring) in academic line management.

- Championing the Aurora programme for women's personal and professional development and more generally staff apprenticeships for professional development.

- 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, running club, etc and staff benefits, which will now be run on an annual basis.

- Hybrid working guidelines published in March 2024.

- Flexible working - ensuring policies and practices are in place that support part-time and flexible working relevant to 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"

- Promotion of family-friendly initiatives eg paternity leave, shared parental leave, enhanced maternity & adoption pay.

- 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.

- Feedback on all development activities now includes both gender and ethnicity demographic questions, enabling us to track and evaluate the effectiveness of various training activities for different minority groups.

Policy Implementation

In addition, we continue to ensure that we develop a suite of HR policies, in consultation with our Trade Unions and staff networks, which implement legislative obligations and to the benefit employees such as:

- the Neonatal Care Leave policy which allows parents to have additional time off work to

be with a baby who is receiving neonatal care.

- Enhanced Shared Parental Leave policy - the policy has been brought in line with the enhanced maternity pay arrangements and policy.
- Sexual Harassment policy - to take reasonable steps to prevent sexual harassment of staff in the workplace
- Stress Management policy - to outline how the University will aim to manage stress in the workplace. to provide a safe working environment and seeks to maintain a positive and supportive work environment for all staff.

We are in the process of organising National Accreditation in Workplace Mediation training, equivalent to NVQ level 3 for up to 12 members of staff. This will enable the University to create an in-house mediation service, providing the opportunity for early dispute resolution between staff and students. We have undertaken one mediation for dispute resolution this year and hope to learn from this experience and utilise mediation further next year.

Women's Development & Leadership

We are continually investigating ways to enhance our work to bridge the institutional gender pay gap and support our Athena Swan efforts and to evaluate the impact of our development initiatives. We are replacing Springboard Women's Development Programme with our own newly created Personal and Professional Development Programme which will be open to all. Having paused Aurora during 2024, following an evaluation, we will be offering the programme again in 25/26.

- We have increased our number of eLearning programmes that we are offering staff on our new LMS (Learning Management System), SMILE (St Mary's Integrated Learning Experience). These consists of behavioural and leadership modules which can be accessed by women looking to develop their skills and knowledge. We also recently launched a Gender Awareness module which is accessible to all staff.
- Having introduced Apprenticeships for Coaching; and Managers or those looking to develop the skills to move into a managerial role, we can now offer coaching to all staff. We currently have 15 delegates on our apprenticeship scheme, of these, 10 identify as female. We will be launching Data apprenticeships during 2025.
- We have recently launched our internal mentoring programme, where mentees can be matched against relevant mentors. We. will be delivering further training for new mentors in May 2025.
- We continue to run our internal Women's Leadership Forum – a programme 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. The programme currently has approximately 70 participants representing all areas of the university.

London Higher's Global Majority Mentoring Programme

St Mary's is pleased to be taking part in London Higher's Global Majority Mentoring Programme engaging 1 member of staff this year. The programme supports building the pipeline of Black, Asian and minority ethnic academic and professional service staff, aiming to:

- Provide an effective platform for improving career progression.
- Give mentees a space to seek tailored support from their mentor.
- Provide the opportunity to network with other professionals in Higher Education.

Our participants this year have been matched with mentors or mentees from global majority backgrounds at other London universities, taking part in 1:1 mentoring sessions and programme-wide networking events.

5. Recommended actions

St Mary's has various action plans tasked with progressing our Staff EDI agenda, including:

- Our 2023 Gender and Ethnicity Pay Gap Actions
- Our Athena Swan Bronze Award Action Plan
- Our REC Bronze Award Action Plan
- Our Disability Confident Working Group Action Plan
- Our LGBTQ+ Inclusion Project Action Plan

More details on these plans can be obtained by reaching out to equalitycharters@stmarys.ac.uk.

STAFF EQUALITY, DIVERSITY AND INCLUSION STATISTICS (2019/20 – 2023/24)

About the data:

Data has been drawn from the HESA staff return for the last five academic years 2019/20, 2020/21, 2021/22, 2022/23 and 2023/24. The academic year begins on 1st August and ends on 31st July.

Staff equality data analysis focuses on establishment-only staff (i.e. excluding hourly paid and casual) from 2019/20 to 2023/24. This staff group provides a more credible source of information for considering matters relating to equality, diversity and inclusion as the nature of atypical (hourly paid and casual) staff can be transient and short-term.

Percentages rather than numbers are provided for ease of reference (except for Age where average age is used). These are based on the following number of establishment employees in each academic year.

Academic Year	Number of establishment employees	Number of all employees including atypical staff (hourly paid and casuals)
2023/2024	989	1294
2022/2023	996	1526
2021/2022	1109	1520
2020/2021	956	1337
2019/2020	1006	1505

HE sector benchmarking statistics, where quoted, are drawn from Advance HE's (2023) Equality Higher Education Staff Statistical Report 2024. This report uses sector-wide data from AY 2022/2023.

Of the 9 protected characteristics, we report on six of these, namely:

- Gender/Sex
- Ethnicity/Race
- Disability
- Age
- Religion/Belief
- Sexual Orientation

We do not report on marital status (marriage and civil partnership), gender reassignment nor pregnancy and maternity given this data is traditionally not generally captured and/or reported on with the institution/sector.

We present overall staff statistics as well as (where possible) the breakdown by Academic staff and Professional Services staff. In terms of the latter, this is further broken down by areas, namely:

- Managers and professionals
- Support and Administration
- Technician
- Estate and Campus Services

1. GENDER

NB refers to colleagues who identify their gender as non-binary

	Establishment only staff																	HE Sector	
	2019/20		2020/21			2021/22			2022/23			2023/24			22/23-23/24 Comparison				HE Sector	
	M	F	M	F	NB	M	F		M	F	NB	M	F	NB	M	F	NB		M	F
Overall	39%	61%	38%	62%	0%	39%	61%	0%	38%	62%	0%	**37%**	**63%**	0%	**-1%**	**1%**	N/A		**45%**	**55%**
Academic	47%	53%	43%	57%	0%	41%	59%	0%	40%	60%	0%	40%	60%	0%	**0%**	**0%**	N/A		51.4%	48.6%
Professional Services	35%	65%	35%	65%	0%	37%	62%	0%	37%	62%	0%	36%	64%	0%	**-1%**	2%	N/A		37.2%	62.8%
Managers & Professionals	50%	48%	51%	48%	1%	51%	48%	1%	52%	47%	1%	52%	47%	1%	**0%**	**0%**	**0%**			
Support & Administration	27%	73%	22%	78%	0%	29%	71%	0%	22%	78%	0%	21%	79%	0%	**-1%**	**1%**	N/A			
Technician	46%	54%	47%	53%	0%	42%	58%	0%	46%	54%	0%	45%	55%	0%	**-1%**	**1%**	N/A			
Estates & Campus Services	41%	59%	33%	67%	0%	36%	64%	0%	34%	66%	0%	36%	64%	0%	**2%**	**-2%**	N/A			

Key Trends / Points

- The percentage of (overall) male vs female employees remained relatively steady from 19/20 to 23/24, though we have a below average percentage of males (37%) as compared to the HE average (45%).

- The split between male and female staff within St Mary's is most marked within our Professional Service areas, a trend which has continued over the recent years. In particular, Support and Administration roles which continue to be dominated by women (at 79%), and also Estates and Campus Services (64% women). However, both figures have either reduced or remained the same from 20/21.

- Males continue to outnumber females in the Managers and Professionals roles, which are some of the highest paid roles in the University. Female under-representation in senior roles (coupled with overrepresentation in lower paid roles in Estates and Campus Services, and Support and Administration) affects both pay gaps (median & mean), as well as bonus pay gaps.

- Though our percentages of colleagues who are Non-Binary are low, including this data is a vital part of our efforts to affirm and raise awareness of the experiences of our LGBTQ+ colleagues.

- Our Athena Swan action plan includes nearly 100 SMART actions for St Mary's to carry out in the next four academic years to address disparities in gender across staff groups.

2. ETHNICITY

	2019/20		2020/21		2021/22		2022/23		2023/24		2023-2024 Comparison	HE Sector
Establishment only staff												
	BAME	White	BAME	White	BAME	White	BAME	White	BAME	White	BAME	BAME
Overall	**18.4%**	**81.6%**	**18.5%**	**81.5%**	**18.8%**	**81.2%**	**21.9%**	**78.1%**	**23.6%**	**76.4%**	**1.7%**	**19.1%**
Academic	10%	90%	12%	88%	12%	88%	13%	87%	15%	85%	2%	22.4%
Professional services	22.6%	77.4%	22.6%	77.4%	24.4%	75.6%	28.0%	72.0%	29.3%	70.7%	1.3%	15.3%
Managers & Professionals	17.8%	82.2%	20.5%	79.5%	24.9%	75.1%	27.8%	72.2%	30.1%	69.9%	2.3%	
Support & Administration	22.6%	77.4%	17.8%	82.2%	19.7%	80.3%	24.1%	75.9%	26.8%	73.2%	2.7%	
Technician	0.1%	99.9%	0.0%	100.0%	5.6%	94.4%	8.7%	91.3%	9.5%	90.5%	0.8%	
Estates and Campus Services	32%	68%	37%	63%	35%	65%	37.2%	62.8%	37.2%	62.8%	0.0%	

Establishment only staff												
	2018/19		2019/20		2020/21		2021/22		2022/23		2022-2023 Comparison	HE Sector
	BAME	White	BAME	White	BAME	White	BAME	White	BAME	White	BAME	BAME
Overall	**20%**	**80%**	**18.4%**	**81.6%**	**18.5%**	**81.5%**	**18.8%**	**81.2%**	**21.9%**	**78.1%**	**3.1%**	**16.3%**
Academic	9%	91%	10%	90%	12%	88%	12%	88%	13%	87%	1%	18.9%
Professional services	26%	74%	22.6%	77.4%	22.6%	77.4%	24.4%	75.6%	28.0%	72.0%	3.6%	13.1%
Managers & Professionals	24%	76%	17.8%	82.2%	20.5%	79.5%	24.9%	75.1%	27.8%	72.2%	2.9%	
Support & Administration	20%	80%	22.6%	77.4%	17.8%	82.2%	19.7%	80.3%	24.1%	75.9%	4.4%	
Technician	31%	69%	0.1%	99.9%	0.0%	100.0%	5.6%	94.4%	8.7%	91.3%	3.1%	
Estates and Campus Services	37%	63%	32%	68%	37%	63%	35%	65%	37.2%	62.8%	2.2%	

Key Trends / Points

- The number of BAME staff in St Mary's just barely increased by 1.7% in 23/24 to 23.6%. This is still greater than the HE sector average of total BAME staff, which was 19.1%. However, our efforts to increase our percentage of staff from BAME backgrounds has remained relatively flat since 2019/20, and we must continue taking marked steps to increase our members of staff from minority ethnic backgrounds, particularly looking at underrepresented ethnic groups within the BAME acronym, so that they may better reflect the diversity of our student body.

- Estates and Campus Services had the highest percentage of BAME staff in 2023/24 at 37.2%.

- We have seen an increase in BAME staff in Managers & Professionals roles (by 2.3%) and in Academic roles (by 2%). Overall, our Professional services staff have a higher BAME representation than the sector (at 29.3% and 15.3% respectively).

- Although the Academic staff representation increased by 2%, it remains low at 15%, compared with the sector average of 22.4%. This discrepancy highlights the importance of increasing the number of academic staff from a BAME background hired (and promoted) annually at St Mary's. Our lack of progress in this area over the past few years demonstrates a need to take alternative, more substantive action to make a meaningful increase in the ethnic diversity of our academic staff population. Our REC action plan seeks to address these issues.

3. DISABILITY

3.1 Staff declared disability - all establishment staff

Establishment staff only							
	2019/20	**2020/21**	**2021/22**	**2022/23**	**2023/24**	**2023-2024 Comparison**	**HE Sector**
Disability declared	5.0%	6.0%	8.3%	8.2%	7.3%	-0.9%	7.2%
No disability	88.9%	93.3%	90.5%	88.0%	86.1%	-1.9%	92.8%
Non-declaration rate	6.1%	0.7%	1.2%	3.8%	6.6%	2.8%	

Establishment staff only							
	2018/19	**2019/20**	**2020/21**	**2021/22**	**2022/23**	**2022-2023 Comparison**	**HE Sector**
Disability declared	5.9%	5.0%	6.0%	8.3%	8.2%	-0.1%	6.0%
No disability*	88.6%	88.9%	93.3%	90.5%	88.0%	-2.5%	94.0%
Non-declaration rate	5.5%	6.1%	0.7%	1.2%	3.8%	2.6%	

Advance HE now records "No disability" as inclusive of those who choose not to declare their disability status

Key Trends / Points

- The percentage of staff with a declared disability decreased from 8.2% in 22/23 to 7.3% in 23/24. This is still slightly higher than the HE sector average of 7.2%. The long-term picture of disability representation at St Mary's is quite positive –we have increased our proportion of staff declaring disabilities from 5.9% in 18/19 to 8.2% in 22/23, however, at 6.6%, our non-declaration rate is the highest since we have been capturing the data. New starters do not seem to be comfortable providing the information – we need to explore the reasons behind this. Consultation on whether to introduce mandatory ethnicity and disability pay reporting for large employers (which includes St Mary's) is currently taking place and is due to end on 10th June 2025 - the Government will use responses to the consultation to shape proposals which will be included in the upcoming Equality (Race and Disability) Bill, which was announced in the King's Speech in July 2024.

- Our hope is that these positive changes are due to a marked increase in our disability advocacy and awareness raising activities over the past few years: namely the work of our Staff Disability Network and Disability Confident Working Group. Our Disability Confident Level 2 action plan includes a series of detailed actions seeking to build on this positive progress.

3.2 Staff declared disability - all establishment staff

Establishment only staff							
	2019/20	**2020/21**	**2021/22**	**2022/23**	**2023/24**	**2023-2024 Comparison**	**HE Sector**
Academic	6.20%	6.50%	7.40%	8.40%	8.16%	-0.24%	6.3%
Professional Services	4.40%	5.60%	9.00%	8.10%	6.70%	-1.40%	8.2%
Managers & Professionals	0.30%	3.20%	8.20%	6.50%	4.39%	-2.11%	
Support & Administration	4.80%	5.50%	8.50%	9.30%	7.94%	-1.36%	
Technician	1.80%	5.90%	21.10%	16.7%	18.8	2.1%	
Estates & Campus Services	9.40%	9.20%	9.50%	7.40%	5.93%	-1.47%	

Establishment only staff							
	2018/19	**2019/20**	**2020/21**	**2021/22**	**2022/23**	**2022-2023 Comparison**	**HE Sector**
Academic	4.90%	6.20%	6.50%	7.40%	8.40%	1.00%	5.1%
Professional Services	6.50%	4.40%	5.60%	9.00%	8.10%	-0.90%	7.0%
Managers & Professionals	0.00%	0.30%	3.20%	8.20%	6.50%	-1.70%	
Support & Administration	6.80%	4.80%	5.50%	8.50%	9.30%	0.80%	
Technician	0.00%	1.80%	5.90%	21.10%	16.7%	-4.4%	
Estates & Campus Services	9.80%	9.40%	9.20%	9.50%	7.40%	-2.1%	

Key Trends / Points

- The percentage of academic staff who declared a disability in St Mary's decreased by 0.24% (to 8.16%) but is 1.86% higher than the sector. The percentage of Professional Services staff was also higher than the HE Sector Professional Services staff.
- All the groups, apart from Technicians, who have declared a disability experienced a decrease in 2023/24 - the Technicians group increased by 2.1% This group has seen a great increase in their percentage of staff with disabilities since 18/19, but as they are a smaller group of staff percentages are likely to fluctuate greatly due to turnover.

4. AGE

Average Age within St Mary's

	2019/20	2020/21	2021/22	2022/23	2023/24	2023-2024 Comparison
Overall	42.4	44.8	43.8	44.4	**45.2**	**0.6**
Academic	45	46.4	46.4	46.5	47.7	1.2
Professional Services	40.5	43.8	41.8	43.0	43.6	0.6
Managers & Professionals	42.9	44.9	41.1	41.2	40.7	-0.5
Support & Administration	37.2	40.6	39.4	41.7	43.5	1.8
Technician	38.3	41.5	39.0	34.7	36.0	1.3
Estates & Campus Services	46	48.4	47.3	48.3	50.1	1.8

Key Trends / Points

- HE Sector average data is not available for this characteristic, however information on percentage makeup of the HE workforce by age can be found on p. 51 of the Advance HE Higher Education Staff Statistical Report 2021

- The average age of Academics increased by1.2 years to 47.7, while professional services increased by 0.6 years to 43.6 in 23/24.

- Almost all groups' average increased in AY23/24, with the largest increase amongst Support and Administration, and Estates and Campus Services (both increased by 1.8 years.

- The analysis and trends over the years of staff average age has not indicated any obvious areas that require the University's attention in the context of equality, diversity and inclusion at this stage.

5. RELIGION/BELIEF

Establishment only staff							
	2019/20	**2020/21**	**2021/22**	**2022/23**	**2023/24**	**2023-2024 Comparison**	**HE Sector**
Christian	40%	50%	41.4%	41.3%	42.1%	0.6	22.3%
Buddhist, Hindu, Islam, Sikh, Jewish	7.9%	8.7%	8.4%	9.2%	9.1%	-0.1%	6.1%
Other Religion or Belief	2.4%	2.5%	2.8%	2.7%	3.4%	0.7%	3.0%
Non-Religion	27.7%	23.7%	26.3%	28.4%	27.5%	-0.9%	33.4%
Non-declaration rate	22%	15.40%	21.10%	18.4%	17.9%	-0.5%	35.2%

Establishment only staff							
	2018/19	**2019/20**	**2020/21**	**2021/22**	**2022/23**	**2022-2023 Comparison**	**HE Sector**
Christian	46%	40%	50%	41.4%	41.3%	-0.1%	17.6%
Buddhist, Hindu, Islam, Sikh, Jewish	7%	7.9%	8.7%	8.4%	9.2%	0.8%	4.0%
Other Religion or Belief	4%	2.4%	2.5%	2.8%	2.7%	-0.1%	1.5%
Non-Religion	21%	27.7%	23.7%	26.3%	28.4%	2.1%	25.0%
Non-declaration rate	21%	22%	15.40%	21.10%	18.4%	5.7%	51.1%

Establishment only staff							
	2017/18	**2018/19**	**2019/20**	**2020/21**	**2021/22**	**2021-2022 Comparison**	**HE Sector**
Christian	45%	46%	40%	50%	41.4%	-8.6%	22.5%
Buddhist, Hindu, Islam, Sikh, Jewish	6%	7%	7.9%	8.7%	8.4%	-0.3%	4.4%
Other Religion or Belief	3%	4%	2.4%	2.5%	2.8%	0.3%	1.9%
Non-Religion	21%	21%	27.7%	23.7%	26.3%	2.6%	29.2%
Non-declaration rate	26%	21%	22%	15.40%	21.10%	-2.7%	41.4%

Key Trends / Points

- In the HE sector, religion declaration rates to HESA are very low, with 35.2% of staff choosing <u>not to declare</u> their religion to their HE institution. In St Mary's it's 17.9%.
- Our percentage of Christian employees is high (42.1%) when compared to the HE sector average of 22.3%; this could be explained given our Catholic foundation.
- Amongst HEIs returning data on religion, 33.4% of people declared 'No Religion', compared to 27.5% at St Mary's (which is a slight decrease from the previous year (28.4%).
- St Mary's also has higher % of staff from other religions than other HE institutions.
- As the University continues to focus on living its values of Inclusiveness and Respect, namely in its increased efforts to promote Equality, Diversity, and Inclusion, ensuring staff of all religions (and no religion) feel included and welcomed to St Mary's is paramount. While St Mary's Christian population is higher than the sector average, the one quarter of staff identifying as non-religious, as well as the higher than HE sector representation in other religions, demonstrates the need for the University to maintain messaging of inclusion to staff.

SEXUAL ORIENTATION

Establishment only staff							
	2019/20	**2020/21**	**2021/22**	**2022/23**	**2023/24**	**2023-2024 Comparison**	**HE Sector**
LGB	5%	5.4%	6%	6%	6%	0%	5.9%
Heterosexual	75%	75.1%	75%	77%	78%	2.0%	58.6%
Non-declaration rate	20%	19.5%	19%	16%	16%	0%	35.5%

LGB refers to colleagues who identify their Sexual Orientation as Lesbian, Gay, Bisexual, or Other

Key Trends / Points

- In the HE sector, LGB declaration rates to HESA are fairly low (at 5.9%), at St Mary's it's 6%
- Within the HE Sector, 35.5% of staff choose not to disclose – at St Mary's it's 16%.
- At St Mary's, over the period from 18/19 to 223/24, staff declaring themselves as LGB has seen a slow but steady increase from 4% to 6%. The declaration remained at 6% in 22/23. Our hope is that this increase can be at least partially attributed to the efforts of our LGBTQ+ Staff Network and other EDI allies helping promote visibility and support of LGB colleagues across the university.
- Our LGBTQ+ Inclusion Project group will create their own data driven action plan to further drive LGBTQ+ inclusion.

6. The Equality Act 2010

The Equality Act provides a legal framework to protect the rights of individuals and advance quality of opportunity for all.

Under the general equality duty as set out in the Equality Act 2010, the University must have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic* and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

*The Act lists 9 "Protected Characteristics", as follows:

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual Orientation

The University is under a legal duty under the Equality Act (as part of the Public Sector Equality Duty) to review and publish equality data each year. Our specific duties underpinning the Public Sector Equality Duty include requirements to:
- Publish information about how our functions affect staff (and students) with different protected characteristics

- Set measurable equality objectives to meet the duty.

Further to the Equality Act 2010, The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 came into effect on 6 April 2017 and the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into effect on 31 March 2017. These relate to equal pay and gender pay gap reporting.