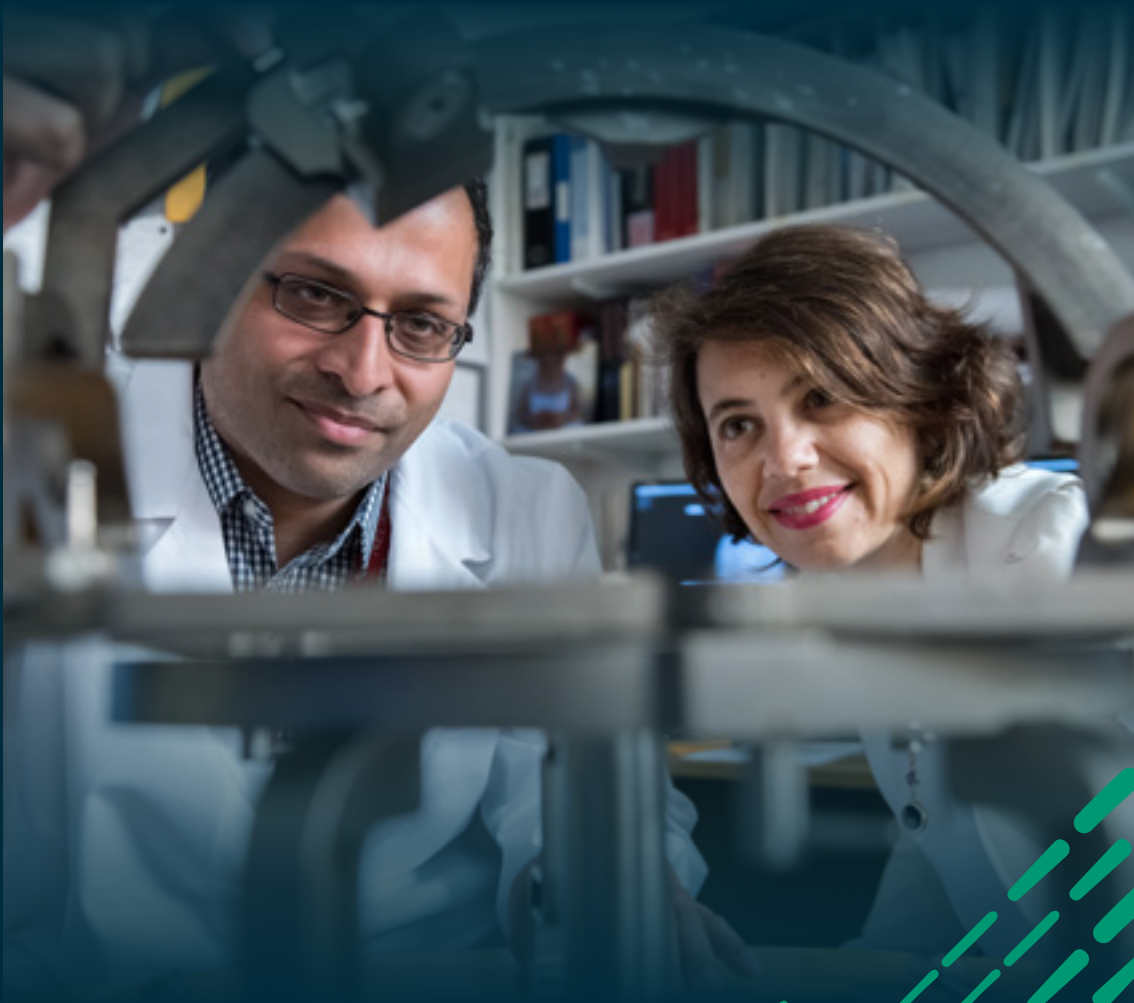


Pay Gap Report 2023



1. Introduction

At St George's, University of London, the diversity of the people within our community is one of our key strengths. We believe the range of perspectives that comes from the different backgrounds, experiences, opinions and beliefs of our staff and students enables us to thrive as a university. Equality, equity, diversity and inclusion are at the core of our strategy, and closing pay gaps is an institutional priority.

We have made significant progress with regards to gender, recognised through our Athena SWAN Silver accreditation, but we still have further to go. In this report, we also consider ethnicity, which is another priority area for us.

We have committed to undertaking a sustained programme of action to address all pay gaps. Following publication of our first gender pay report in 2018, we created a Pay Gap Working Group which considered equality, diversity and inclusion in the context of reward. In addition, our Race Equality Action & Engagement Group, Athena SWAN Self-Assessment Team and Diversity and Inclusion Steering Group determine potential actions to improve our equality, diversity and inclusion outcomes.

Actions to reduce our pay gap

Since our first report in 2018 we have introduced a number of initiatives to reduce our pay gaps.

Many of these actions are ongoing and designed to have long-term, structural impacts so will inevitably take time to have maximum effect.

Since 2018, we have:

- Abolished a historic academic allowance which was disadvantaging female academics.
- As part of our Athena SWAN work, held a focus group, with University researchers, to understand and review the support package offered to those on parental leave and their return to the workplace.

- Increased female representation across all our committees, while additionally ensuring all committees meet in core hours and, where possible, on different days to maximise attendance for those working part-time or with family responsibilities.

Reinforced our commitment to Equality, Diversity and Inclusion in the development of our 2022-2030 strategy. We have sustained the Diversity and Inclusion Steering Group with membership including the Vice-Chancellor and other senior leaders. Part of the Steering Group's remit is to review our diversity reporting and statistics and consider any potential actions arising from the analysis. Anonymised sifting and the Fair Recruitment Specialists, for example, were introduced following analysis of our recruitment data.

- Developed our career progression offer to employees including mentoring, career coaching and leadership development.
- Joined the B-MEntor programme, a cross-institutional London-wide mentoring scheme for university staff from Black, Asian and minority ethnic backgrounds. Participation in the scheme aims to enhance the career progression of junior academic and professional services staff through mentoring by a middle management professional services employee from one of the partner universities, alongside peer networking and thematic developmental workshops.

Achieved Athena SWAN Silver accreditation as part of our overall commitment to gender equality and diversity. We are now working towards our next award submission in July 2023.

- Updated our jobs website to more accurately portray the diversity of St George's, University of London, both in terms of the work undertaken and the people who work here.

- Reviewed our pay gaps for other diversity characteristics.
- Encouraged more staff to declare their ethnicity on our HR system to improve the accuracy of our data analysis and reporting.
- Introduced fixed allowances for undertaking additional responsibilities to ensure consistency, transparency and parity.

Further developed our training on unconscious bias by introducing a comprehensive Anti-Racism learning module and made completion of online diversity training a mandatory requirement in order to pass probation.

- Committed to undertaking an equal-pay audit every three years. An equal-pay audit considers equal pay for jobs which are deemed to be of equal value, i.e. are the same size or complexity and add the same value to an organisation. In contrast, pay gaps measure the difference in pay between all men and women in the organisation, or all White employees compared to all employees from a Black, Asian or minority ethnic background. Pay gaps do not consider whether people are undertaking jobs of the same size, which is usually denoted by pay grade. The most recent equal-pay audit relates to data as at July 2020.
- Reviewed our academic promotions criteria and process and offered workshops on academic promotions and career development aimed at encouraging academic staff, especially women, to apply for promotion.

Welcomed aspiring female leaders to participate in the Aurora leadership development programme and offered an information workshop for women wanting to apply.

- Continued to promote the Thrive campaign to encourage debate and dialogue on diversity issues in the workplace, while showcasing female role models, covering topics including overcoming progression barriers and work-life balance.

- Reviewed our policy for starting salaries to ensure both policy and practice are bias-free, with the aim of standardising starting pay and preventing pay gaps from being perpetuated on appointment.
- Reviewed our merit awards process and introduced flat-rate payments.
- Produced enhanced management information to ensure all key HR reports are analysed by gender, ethnicity and other diversity characteristics.
- Offered coaching to newly-promoted employees, employees acting up into a higher-level role or new employees joining the organisation.
- Introduced a programme of career coaching skills training for line managers.

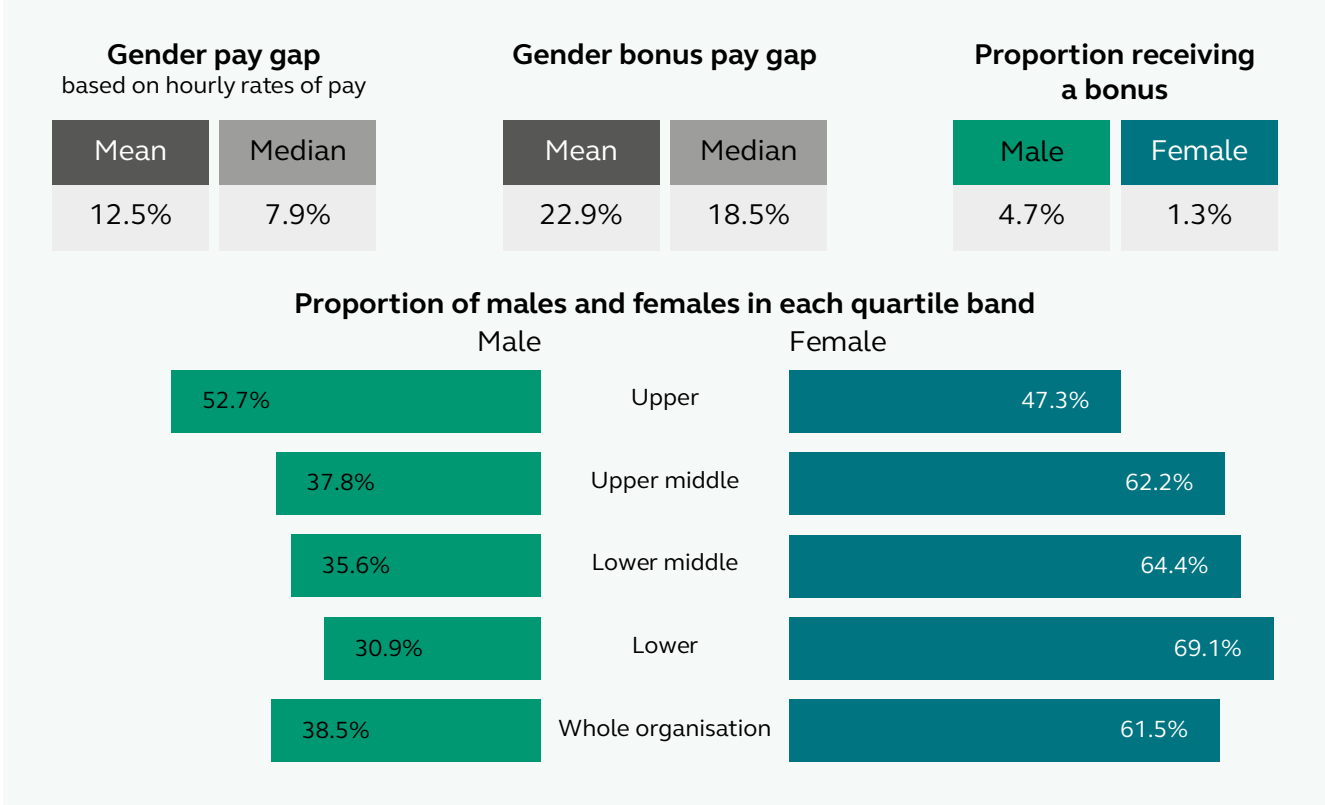
Emphasised options for flexible working in our job descriptions and widened the range of places where we advertise our roles. We have also promoted the use of gender-neutral language in adverts and job descriptions.

- Undertook an institutional review of race equality, in light of the issues raised by the Black Lives Matter movement and created an action plan for improvement.
- Worked with our NHS Trust colleagues to try to encourage more women to apply for Clinical Excellence Awards.
- Developed a pool of Fair Recruitment Specialists of staff from Black, Asian and minority ethnic backgrounds to address issues of underrepresentation in our recruitment activities.

2. Gender pay outcomes

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, organisations with more than 250 employees are required to report their gender pay gap annually. The tables below show our overall median and

mean gender pay and bonus gaps based on hourly rates of pay for 767 relevant employees¹ at the census date of 31 March 2022. Of these employees, 62% are women and 38% are men, which is the same proportion as at 31 March 2021.



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Our mean gender pay gap has decreased this year, from 14.3% in 2021 to 12.5%, as has our median gender pay gap, from 8.4% in 2021 to 7.9%. It is particularly reassuring to see the reduction in the median pay gap which suggests that the gender pay gap for the majority of our staff has reduced as the median is not skewed by our highest and lowest earners.

The improvement in our gender pay gap appears to be primarily driven by an increase in more senior women

being appointed over the course of the year. Our gender pay gap continues to be influenced by occupational segregation, ie the fact that more women are in lower-graded jobs and therefore in the lower pay quartile and we employ a higher proportion of men in more senior roles which fall into the upper pay quartile. However, slow progress is being made in increasing the proportion of senior women in the organisation. This is demonstrated by the fact that the proportion of women in the highest pay quartile has increased to 47.3% from 45.4% in 2021. Nevertheless, this still remains below the proportion of women in the organisation as a whole and the proportion of women in the lower quartile of remuneration remains high at 69.1% (down from 70.3% in 2021). In our more junior roles (grades 1–5) 68% of staff are women which is an increase from 67% in 2021. In addition, the proportion of women in more senior grades (6 and above) has also decreased to 60%, from 62% in 2021. The percentage of women in St George’s most senior grade (professors and professional services directors) has reached 50%, up from 49% in 2021. Underrepresentation of female staff in senior positions is a long-standing issue within the higher

¹ A relevant employee is a person employed by St George’s, University of London on 31 March 2022.

Gender pay gap for employees on NHS pay scales		Gender pay gap for employees on St George’s pay scales	
Mean	Median	Mean	Median
15.1%	35.0%	6.8%	2.7%

education sector and we continue to encourage and support women in being promoted.

There was a national pay award paid to staff in August 2021, and staff on St George’s pay scales 1–8 were provided with a minimum salary uplift of 1.5%.

Our gender pay gap continues to be heavily influenced by clinical academic staff. 16% of our staff are employed on pay scales which are set by the NHS, rather than the University. We do not have influence over these pay levels and therefore cannot impact the gender pay gap they produce. In particular, Clinical Excellence Awards impact the clinical pay levels and pay gap and are described in more detail below. The table below shows the difference in the pay gap for employees on NHS (i.e. clinical) pay scales and those on St George’s, University of London pay scales.

The gender pay gap for clinicians improved over the year (a mean gap of 15.1% in 2022 compared to 17.3% in 2021 and a median gap of 35.0% versus 35.2% in 2021). For the reasons already outlined, the gap for employees on St George’s pay scales also improved to a mean of 6.8% in 2022 versus 8.3% in 2021 and a median of 2.7% in 2022 versus 7.9% in 2021.

Clinical academics have a particular impact on the University’s gender bonus gap.

Because of continued financial constraints, the University did not make merit award payments (i.e. bonuses) in 2021. As a result, bonus payments for this year’s pay gap report only comprise Clinical Excellence Awards, which are set by the NHS to recognise clinical performance at an exceptional level. These are paid to consultants and academic GPs who are jointly employed by the University and the NHS. The University plays no role in determining the awards and they are funded by the NHS. In this reporting year, 20 such awards were made.

Male employees were awarded 70% of the Clinical Excellence Awards, an increase from 67% in 2021. Both the mean and median bonus award was slightly higher for men.

3. Ethnicity pay outcomes

Currently there is no statutory requirement to report an ethnicity pay gap but we have chosen to report on it as part of our commitment to equality, equity, diversity and inclusion and transparency.

The table below shows our overall mean and median ethnicity pay and bonus gaps, based on hourly rates of pay at the census date of 31 March 2022. In determining the pay gap, we compare employees who have declared themselves as White against employees who have declared themselves as from a Black, Asian or minority ethnic background. Those who prefer not to say are excluded from the

calculations. In declaring ethnicity, employees are invited to choose from the 19 ethnicity categories outlined on gov.uk², as well as “prefer not to say”. However, due to small numbers for some ethnicities, an aggregate figure covering all Black, Asian and minority ethnic employees is used when calculating our ethnicity pay gap. Nevertheless, we recognise that this grouping covers a broad range of individuals and ethnicities and does not enable a full analysis of the differences between these ethnic groups. Of our employees, 66% have declared themselves as White, a decrease from 69% in 2021, and 30% as Black, Asian or minority ethnic, an increase from 28% in 2021.

Ethnicity pay gap		Ethnicity bonus pay gap	
Mean	Median	Mean	Median
16.7%	12.8%	20.5%	56.2%

Proportion of White and Black, Asian and minority ethnic employees receiving a bonus payment	
White	Black, Asian and minority ethnic
2.8%	2.1%

The pay gap figures represent a decline on 2021 figures, when the mean pay gap was 12.9% and the median 12.8%. Although the gender pay gap shows improvements, the ethnicity pay gap reflects a decrease in middle-grade staff from Black, Asian and minority ethnic backgrounds. In addition, part of the reason for the decline is due to a higher proportion of staff who declared themselves as White receiving a pay increment (36% compared to 34% of staff who declared themselves as from a Black, Asian or minority ethnic background).

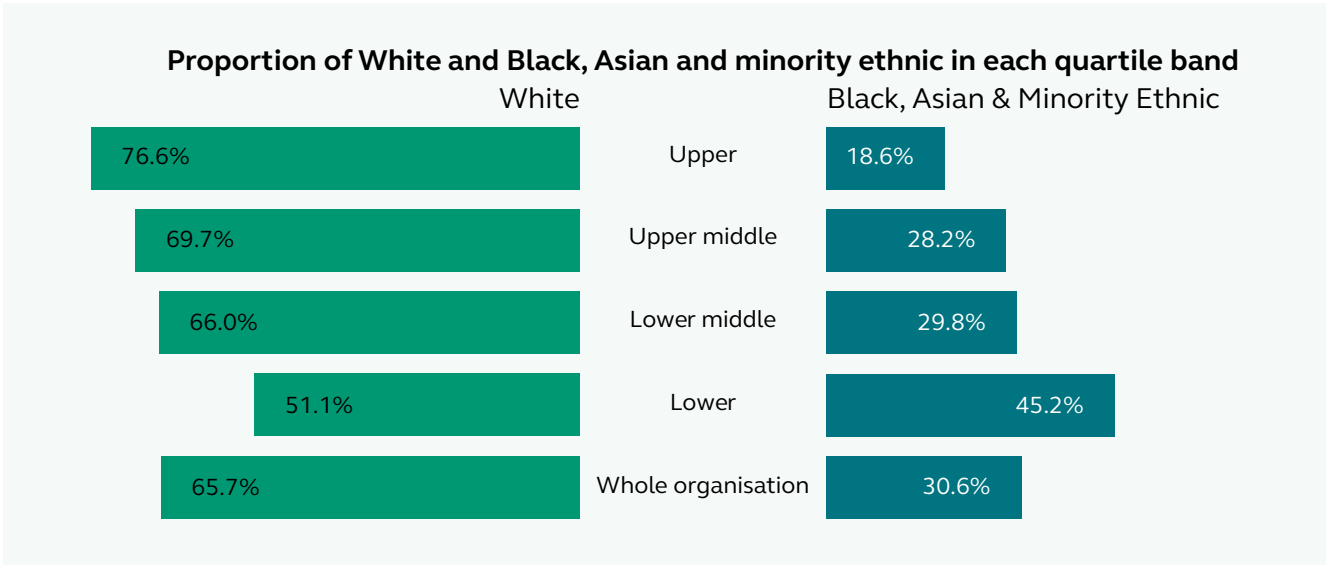
The bonus pay gap has improved over the year having decreased from a 28.5% mean and 66.7% median in 2021. Although it is important to point out that this decrease is a long way from the 2020 figures of -15.9% mean and 0% median. As explained previously, the only bonuses under consideration this year are Clinical Excellence Awards, paid via the NHS. The proportion of staff from a Black, Asian or minority ethnic background receiving a bonus is smaller than for White colleagues and these figures reflect very small numbers of individuals.

The decline in our ethnicity pay gap occurs for both clinical staff and staff on St George’s pay scales, as shown in the table below. It is of concern that only 0.8% of our employees on NHS salary scales have declared themselves to be of Black heritage, compared to 23.4% who have declared themselves to have Asian heritage. Reflecting on 2021 figures, the proportion of employees of Black heritage has decreased from 1.6% in 2021 and the proportion of employees of Asian heritage has increased from 21.7%. Government data also shows that these figures are low compared to medical staff employed within the NHS³. In comparison, 8% of employees on St George’s pay scales have declared themselves to be of Black heritage and 16.4% of Asian heritage; this is an increase for both, compared to 2021.

Ethnicity pay gap for employees on NHS pay scales		Ethnicity pay gap for employees on St George’s pay scales	
Mean	Median	Mean	Median
8.9%	19.9%	19.2%	15%

Like the gender pay gap, our ethnicity pay gap also appears to be influenced by occupational segregation, i.e. a higher proportion of Black, Asian and minority ethnic employees are in the more junior pay grades. In our more junior roles (grades 1–5), 45% of staff are from Black, Asian and minority ethnic backgrounds, up from 35% in 2021. Only 25% of staff in more senior grades (6 and above) are from Black, Asian or minority ethnic backgrounds, although this also represents a very slight decline on 2021 when the proportion was 26%. Occupational segregation is particularly demonstrated

by the disproportionately high number of Black, Asian and ethnic minority employees in the lowest pay quartile and disproportionately low number in the upper quartile, as shown in the table below. As with gender, underrepresentation of Black, Asian and minority ethnic staff in more senior roles is an issue across the higher education sector. For example, Higher Education Statistics Agency (HESA) data for 2020/2021 showed that only 10.6% of professors were from a Black, Asian or minority ethnic background⁴.



We have been giving increasing consideration to the ethnicity pay gap, including how this interacts with the gender pay gap. The mean gender pay gap for White women compared to White men is 12.4%, whereas the mean gap is 15.9% for women who have declared themselves as being from a Black, Asian or minority ethnic background compared to Black, Asian or minority ethnic men. This may suggest that occupational segregation observed for both gender and ethnicity is more pronounced for women from Black, Asian or minority ethnic backgrounds. The median pay gap for White women compared to White men has decreased to 15.2% from 17.5% in 2021, however, there has been a dramatic pay gap increase in women who have declared themselves as being from a Black, Asian or minority ethnic

background compared to Black, Asian or minority ethnic men. This figure has almost doubled from 8% in 2021 to 15% in 2022. We recognise that there is more work St George’s, University of London must do to support the career development of employees from Black, Asian and minority ethnic backgrounds, especially women. As already outlined we are part of the B MEntor scheme and are continuing to promote the Fair Recruitment Specialist initiative to try to improve our recruitment outcomes. In addition, we have undertaken an institutional review of race equality, which created an ongoing action plan for further improvement and a training sub-group to evaluate our race equality commitments to training and development.

² <https://www.ethnicity-facts-figures.service.gov.uk/style-guide/ethnic-groups>
³ <https://www.ethnicity-facts-figures.service.gov.uk/workforce-and-business/workforce-diversity/nhs-workforce/latest>

⁴ Data available on the HESA website - <https://www.hesa.ac.uk/data-and-analysis/staff/table-3>.

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