Pay Gap Report 2024

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1. Summary

At St George's, University of London, we consider the diversity within our community as a vital asset. We firmly believe that the richness of perspectives stemming from diverse backgrounds, experiences, opinions, and beliefs among our staff and students contributes significantly to our university's success. Our commitment to equality, diversity, and inclusion is integral to our strategy, and addressing pay gaps stands out as a key institutional priority.

In the analysis conducted for this report, we've identified both mean and median gender pay gaps, as well as mean and median ethnicity gaps. Clearly, these findings warrant thorough investigation and, where necessary, corrective measures. The status of the pay gaps for the 12 months leading up to 31 March 2023 is as follows:

Mean gender pay gap

11.2%

in favour of male employees

Median gender pay gap

7.8%

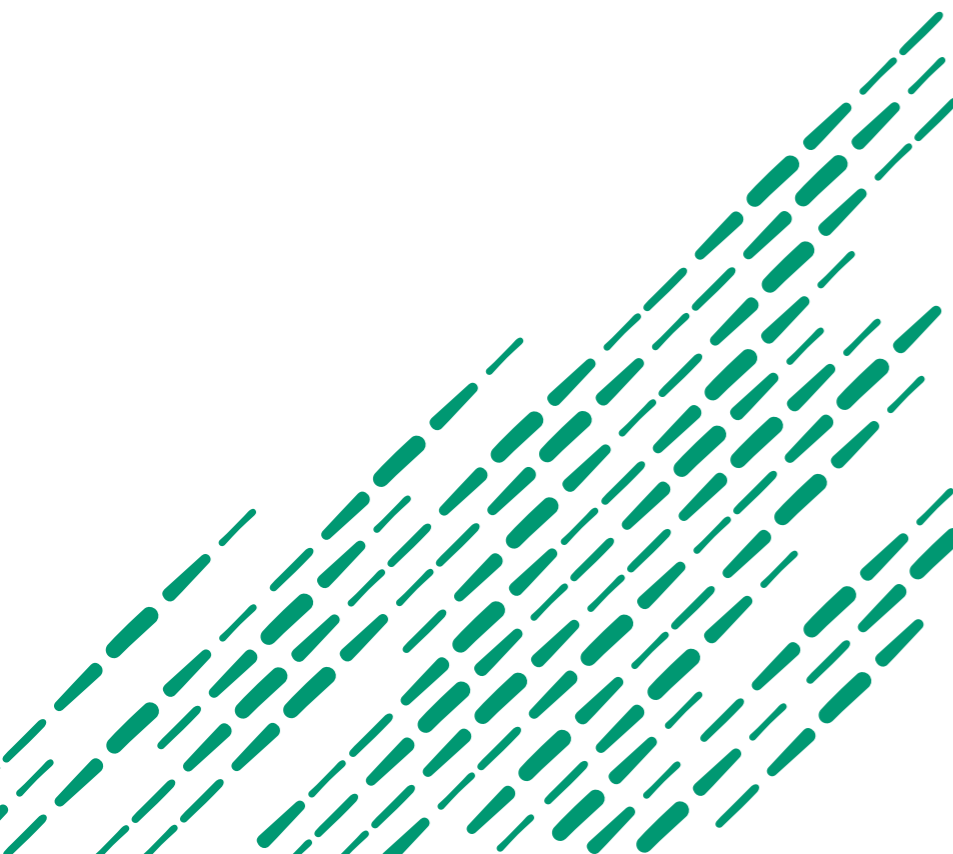in favour of male employees

Mean ethnicity pay gap

17.0%

in favour of white employees

Median ethnicity pay gap

16.0%

in favour of white employees

2. Introduction

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (**the Regulations**) require public sector organisations with over 250 employees to report on and publish their gender pay gap on a yearly basis. This is based on a snapshot from 31 March of each year, and each organisation is duty bound to publish information on their website. This report captures data as at 31 March 2023.

St George's, University of London employs around 850 staff in several disciplines, including administration, professional and technical services, allied health, and clinical roles. All staff are on either university contract pay-scales (non-clinical staff) or national contract (NHS) pay-scales (clinical staff), which provide a clear process of paying employees equally, irrespective of their gender or ethnicity.

What is the pay gap?

The **gender pay gap** is a defined term in the Regulations and refers to the difference between the average hourly earnings of men and those of women. This is not the same as equal pay, which is concerned with men and women earning equal pay for the same work or work of equal value.

Similarly, the **ethnicity pay gap** looks at the difference between the average hourly earnings of White and Black, Asian, and Ethnic Minority (BAME) people.

The **mean pay gap** is the difference between the pay of all male and all female, or White and BAME, employees when added up separately and divided by the total number of male, female, White, or BAME people respectively in the workforce.

The **median pay gap** is the difference between the pay of the middle male and the middle female, or middle White and middle BAME employee, when all employees are listed respectively from the highest to the lowest paid.

It is critical to emphasise that the presence of a pay gap does not mean that staff members of different genders or races doing equal work receive different levels of pay. Instead, the outcomes are predominantly influenced by two factors: (i) the distribution of gender and race across different segments of the workforce, and (ii) the remuneration structure of the clinical workforce, which significantly impacts overall workforce statistics.

What do we have to report on?

The requirements of the Regulations are that each public sector organisation must calculate the following:

- The mean basic pay gender pay gap
- The median basic pay gender pay gap
- The proportion of males and females in each quartile pay band
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of both males and females receiving a bonus payment.

In addition, we voluntarily provide the above information for the ethnicity pay gap, which is another priority area for us.

Who is included?

All staff who were employed by St George's, University of London and on full pay on the snapshot date (31 March 2023) are included. We include within 'pay' any additional allowances including Clinical Excellence Awards (CEAs). All calculations exclude overtime pay and expenses.

Employees who are on half or nil absence or maternity leave, hosted staff, and agency staff are not included.

3. Previous and ongoing actions

St George's has made significant strides in gender equality, as evidenced by our Athena Swan Silver accreditation, but there's still work ahead.

We have committed to undertaking a sustained programme of action to address all pay gaps. Following publication of our first gender pay gap 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 and Engagement Group, Athena Swan Self-Assessment Team, and Diversity and Inclusion Steering Group monitor and determine potential actions to improve our equality, diversity, and inclusion outcomes.

We're dedicated to an ongoing programme of action and following our initial pay gap report, we have implemented various initiatives to address and diminish our pay gaps. A number of these measures are still in progress, with a focus on achieving a lasting, structural impact. Consequently, it is important to understand that they will naturally require time to yield their maximum effect. The intention behind these actions is to bring about sustained change, and while the impact may not be immediate, we are committed to ensuring a lasting and significant transformation in our pay structure.

Commitment to equality, diversity, and inclusion

- Reinforced commitment to equality, diversity, and inclusion in our 2030 Vision Strategy.
- Supported the Diversity and Inclusion Steering Group (DISG), which has senior membership including the Vice-Chancellor.
- DISG reviews diversity reporting and statistics, leading to actions such as anonymised sifting and the Fair Recruitment Specialist Initiative.

Gender equality achievements

- Achieved Athena Swan Silver accreditation in 2018. Re-awarded Silver status in 2023, a distinction achieved by only a handful of institutions.
- Abolished historic academic allowance disadvantaging female academics.
- Held focus group on parental leave support under Athena Swan work.
- Supported aspiring female leaders through Advance HE's Aurora programme.
- Increased female representation in all committees.
- Promoted the Thrive campaign for dialogue on gender equality in the workplace.
- Collaborated with St George's, University Hospitals NHS Foundation Trust to encourage women to apply for Clinical Excellence Awards.

Race equality initiatives

- Undertook an institutional review of race equality.
- Replaced unconscious bias training with a comprehensive, mandatory anti-racism module.
- Continued to participate in the cross-institutional B-MEntor programme for global majority staff.
- Supported global majority staff through Advance HE's Diversifying Leadership programme.
- Developed a pool of Fair Recruitment Specialists from global majority backgrounds to address underrepresentation in recruitment.

Wider inclusivity initiatives

- Updated the job portal to authentically reflect diversity at St George's, University of London.
- Emphasised flexible working in job descriptions and widened the job advert scope.
- Incorporated inclusive language in job adverts and descriptions.
- Increased flexible working options.
- Reviewed pay gaps for other diversity characteristics.
- Offered career coaching for newly promoted employees, acting employees, and line managers.

Enhanced HR processes

- Established a Pay Gap Working Group, tasked with exploring the dimensions of equality, diversity, and inclusion specifically in the context of remuneration.
- Committed to equal pay audits approximately every three years.[1]
- Reviewed academic promotions criteria and process.
- Reviewed starting salaries policy to standardise starting pay and prevent pay gaps from being perpetuated on appointment.
- Reviewed merit awards and introduced flat rate payments.
- Produced enhanced management information to analyse all key HR reports by gender, ethnicity, and other diversity characteristics.

We aim to continue to build on our previous actions to demonstrate our ongoing commitment to fostering an inclusive and diverse environment at St George's, University of London.

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[1] 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 global majority employees. Pay gaps do not consider whether people are undertaking jobs of the same size, which is usually denoted by pay grade.

4. Gender pay gap

University gender profile (based on headcount)

St George's, University of London has a higher number of female than male employees in its workforce – of the 864 relevant employees[2] counted at the census date of 31 March 2023, 856 are full-pay relevant employees. Of these employees, 38.7% are male and 61.3% are female, which is the same proportion as 31 March 2022.

Female
525
61.3%

Male
331
38.7%
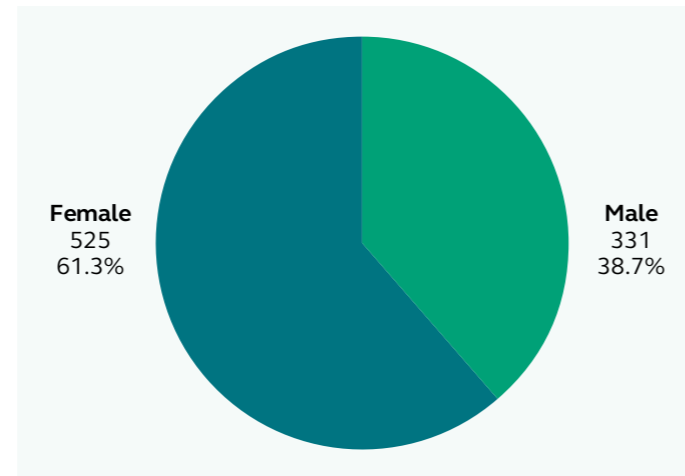
Mean and median gender pay gap

The chart (right) shows our overall mean and median gender pay gap based on hourly rates of pay. Our mean gender pay gap has decreased this year (12.5% in 2022 to 11.2%) while our median gender pay gap has remained relatively constant (7.9% in 2022 to 7.8%). The figure for the median pay gap is typically considered to be more representative of gender pay gap across the workforce. 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.
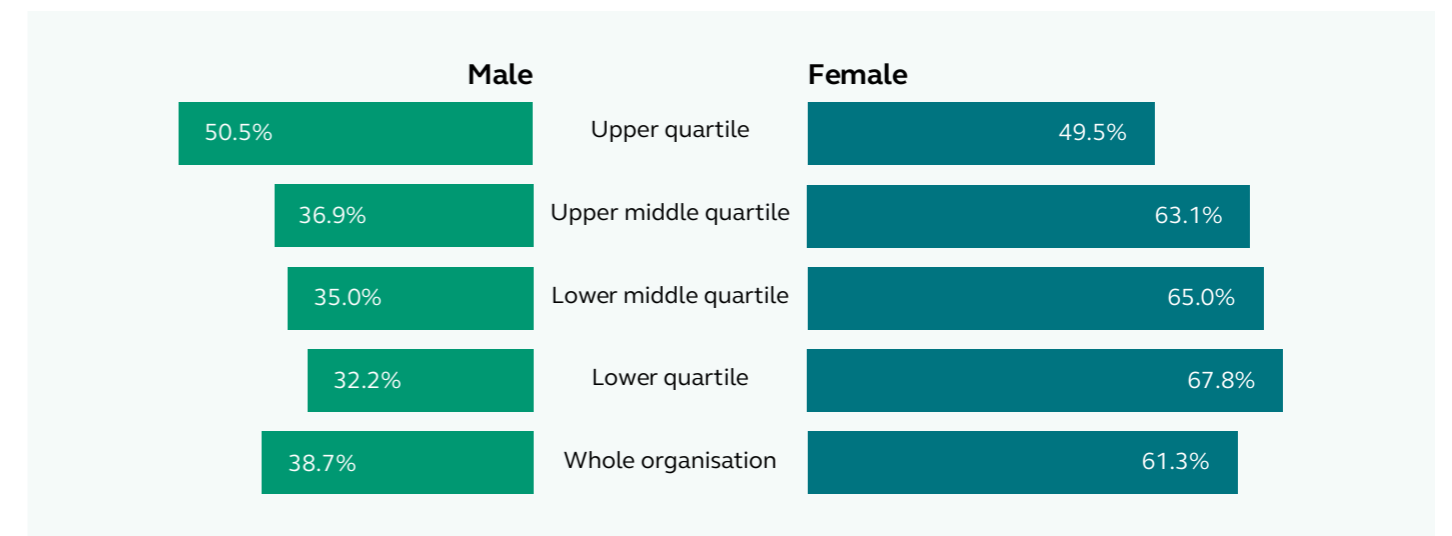
2022

Mean	Median
12.5%	7.9%

2023

Mean	Median
11.2%	7.8%

Gender split across workforce

Below is a chart of our workforce split into quartiles (blocks of 25%) by pay, showing the proportion of male and female employees in each quartile. Our gender pay gap continues to be influenced by occupational segregation, i.e., the fact that more women are employed in lower graded jobs and therefore fall in lower pay quartiles, whilst a higher proportion of men are employed in more senior roles and are therefore in higher pay quartiles. Slow progress is being made in increasing the proportion of senior women in the organisation, demonstrated by the increase of women in the highest pay quartile from 47.3% in 2022 to 49.5%. Nevertheless, this remains below the proportion of women in the whole organisation (61.3%) and the proportion of women in the lower quartile of remuneration remains high at 67.8% (down from 69.1% in 2022).

In our more junior roles (grades 1-5), 67.9% of staff are women, showing no change from 2022. However, the proportion of women in more senior grades (6 and above) has increased from 60.2% to 63.2%. In our most senior SGUL grade (professors and professional service directors), we see a drop in the proportion of women from 50.3% in 2022 to 45.7%. Underrepresentation of female staff in senior positions is a long-standing issue within the higher education sector and we continue to encourage and support promotions of female staff.

Male		Female
50.5%	Upper quartile	49.5%
36.9%	Upper middle quartile	63.1%
35.0%	Lower middle quartile	65.0%
32.2%	Lower quartile	67.8%
38.7%	Whole organisation	61.3%

[2] A relevant employee is a person employed by St George's, University of London on 31 March 2022.

Gender pay gap for clinical (NHS) and non-clinical (SGUL) staff

Our gender pay gap continues to be heavily influenced by clinical academic staff. 15% 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. These are described in more detail below. The chart below shows the difference in the gender pay gap for employees on St George's, pay scales and those on NHS (*i.e.*, clinical) pay scales.

The mean gender pay gap for employees on St George's, pay scales stayed constant (6.8% in 2022 to 6.4%), while the median gender pay gap increased (2.7% in 2022 to 5.3%). The mean gender pay gap for clinicians also stayed constant over the year (15.1% in 2022 to 15.4%), while the median gender pay gap increased (35.0% in 2022 to 39.1%). This unfortunately suggests that the gender pay gap for both clinical and St George's, staff has increased for most of our staff, as the median is not skewed by our highest and lowest earners.

NHS pay scales

2022

Mean	Median
15.1%	35.0%

2023

Mean	Median
15.4%	39.1%

St George's pay scales

2022

Mean	Median
6.8%	2.7%

2023

Mean	Median
6.4%	5.3%

Mean and median gender bonus pay gap

In the past year, 4.9% of our staff received a bonus. Of these, 63.8% were male and 36.2% were female (8.5% and 2.6% of our entire workforce respectively). The chart (right) shows our overall mean and median gender bonus pay gap. Our mean gender bonus pay gap has decreased this year (22.9% in 2022 to 4.0%), as has our median gender bonus pay gap (18.5% in 2022 to 2.3%).

The chart (right) illustrates the significant impact of clinical staff on the university's gender bonus gap. Bonus payments primarily consist of Clinical Excellence Awards (CEA) determined by the NHS to acknowledge exceptional clinical performance. These awards are granted to consultants and academic GPs jointly employed by the University and the NHS. It's crucial to note that the university is not involved in award decisions, and the funding comes directly from the NHS.

In the current reporting year, there were 37 CEA awards, a notable increase from the 20 awarded in 2022. Of these, 32.4% were awarded to female employees, consistent with the 2022 figure. The mean CEA is slightly lower for women, while the median remains the same.

Beyond Clinical Excellence Awards, between April 2022 and March 2023, five bonus payments of a fixed amount were made to staff members.

2022

Mean	Median
22.9%	18.5%

2023

Mean	Median
4.0%	2.3%

Gender pay gap for clinical (NHS) and non-clinical (SGUL) bonus payments

NHS salary scale
37 awards

Male	Female
67.6%	32.4%

St George's salary scale
5 awards

| Male	Female
60%	40%

5. Ethnicity pay gap

University ethnicity profile (based on headcount)

Currently, there is no legal obligation to disclose an ethnicity pay gap. However, we have opted to report on it voluntarily as part of our commitment to transparency and our broader commitment to equality, diversity, and inclusion.

When employees declare their ethnicity, they can select from the 19 categories outlined on gov.uk, along with the option to choose "prefer not to say." Individuals opting not to disclose their ethnicity are excluded from the calculations. To determine the pay gap, we compare employees identifying as White against those identifying as belonging to a Black, Asian, or minority ethnic (BAME) background.

It's important to acknowledge that the BAME category encompasses a diverse range of individuals and ethnicities, making it challenging to conduct a comprehensive analysis of the variations within these groups. Nonetheless, due to the limited numbers for some ethnicities, an aggregated figure encompassing all BAME employees is utilised when calculating our ethnicity pay gap.

Of our employees, 66.1% have declared themselves as White and 30.7% have declared themselves as BAME, showing no difference from 2022.

BAME 267 30.7%

Prefer not to say 28 3.2%

White 571 66.1%
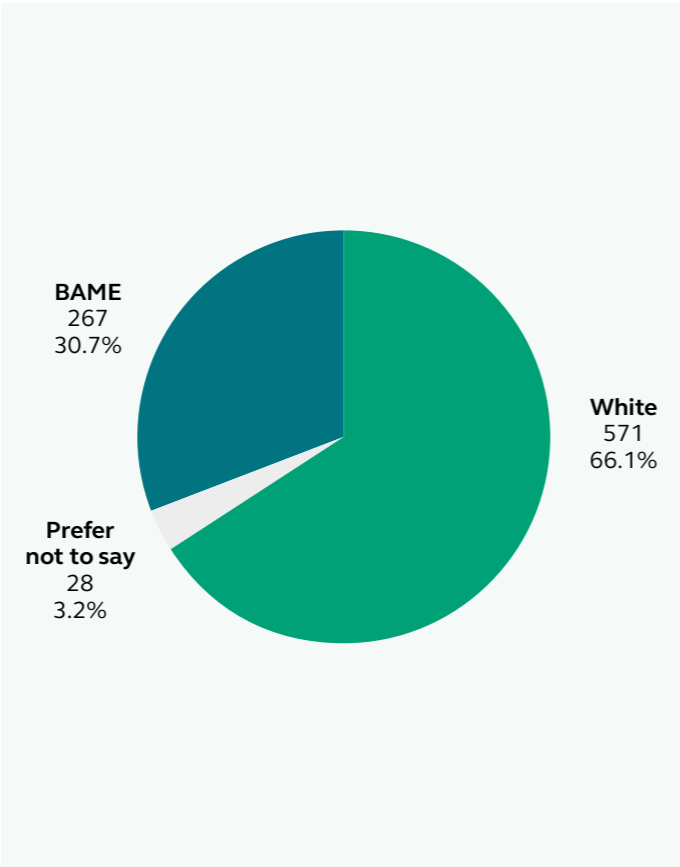
Mean and median ethnicity pay gap

The chart (right) shows our overall mean and median ethnicity pay gap, based on hourly rates of pay at the census date of 31 March 2023. While our mean ethnicity pay gap has remained relatively constant this year (16.7% in 2022 to 17.0%), our median ethnicity pay gap has increased (12.8% in 2022 to 16.0%).
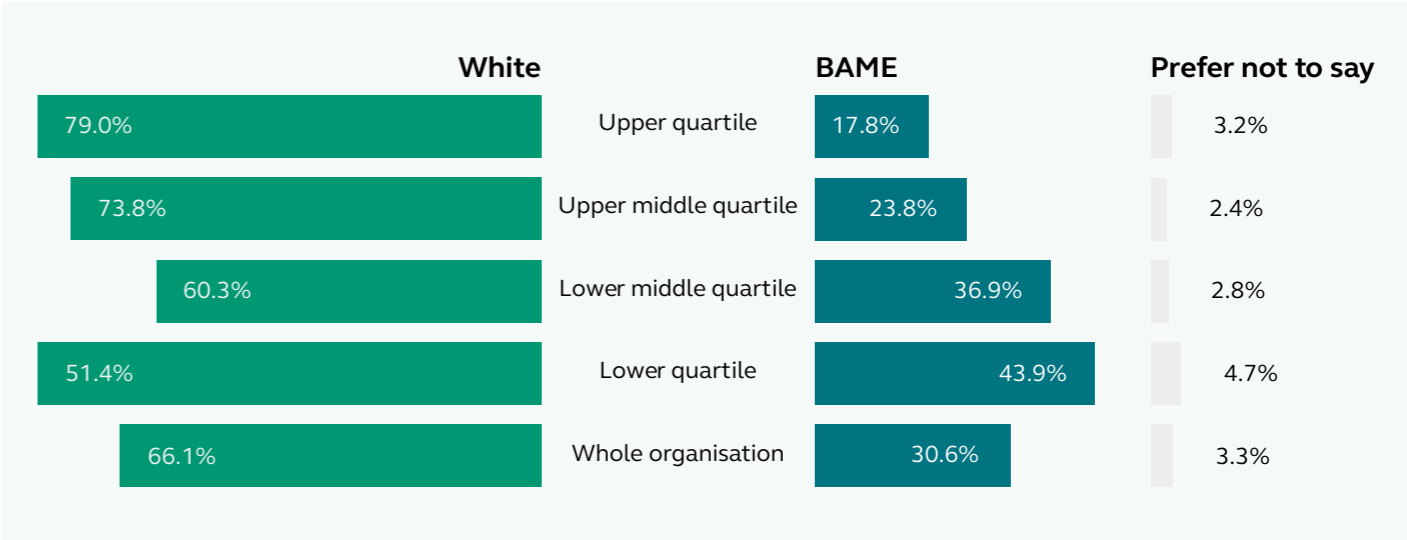
2022

Mean	Median
16.7%	12.8%

2023

Mean	Median
17.0%	16.0%

Ethnicity split across workforce

Below is a chart of our workforce split into quartiles (blocks of 25%) by pay, showing the proportion of White and BAME employees in each quartile. Like the gender pay gap, our ethnicity pay gap also appears to be influenced by occupational segregation, i.e., a higher proportion of BAME employees are in lower pay grades. In our more junior roles (Grades 1–5), 43.9% of staff are from BAME backgrounds, which is approximately the same as 2022. Only 23.8% of staff in more senior roles (Grades 6 and above) are from BAME backgrounds, down from 28.2% in 2022. Occupational segregation is particularly demonstrated by the disproportionately lower proportion of BAME staff in the upper quartile, as shown in the table below. As with gender, underrepresentation of BAME 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 BAME background.[3]

	White	BAME	Prefer not to say
Upper quartile	79.0%	17.8%	3.2%
Upper middle quartile	73.8%	23.8%	2.4%
Lower middle quartile	60.3%	36.9%	2.8%
Lower quartile	51.4%	43.9%	4.7%
Whole organisation	66.1%	30.6%	3.3%

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

[4] https://www.ethnicity-facts-figures.service.gov.uk/workforce-and-business/workforce-diversity/nhs-workforce/latest

Ethnicity pay gap for clinical (NHS) and non-clinical (SGUL) staff

Our mean ethnicity pay gap is less influenced by clinical staff (on NHS pay scales) than the mean gender pay gap, as shown in the chart (right). The mean ethnicity pay gap for employees on SGUL pay scales stayed constant over the year (19.2% in 2022 to 19.9%), while the median ethnicity pay gap increased (15.0% in 2022 to 19.2%). However, the mean ethnicity pay gap for clinicians increased (8.9% in 2022 to 13.5%), as did the median ethnicity pay gap (19.9% in 2022 to 37.1%), reflecting the greater number of salary levels within the NHS. We are concerned that only 0.8% of our clinical staff have declared their ethnicity as Black, compared to 27.3% who declared themselves to be Asian. Government data reveals these figures are low compared to medical staff employed within the NHS.[4] Amongst our non-clinical staff, 8.4% have declared their ethnicity as Black, while 14.0% have declared themselves to be Asian.

BAME employees were awarded 21.6% of the CEA. Although the mean CEA is higher for BAME employees, fewer CEA are awarded to them. For bonus payments to non-clinical staff, 40.0% of the awards were presented to BAME employees.

NHS salary scale
37 awards

White	BAME
73.0%	21.6%

St George's salary scale
5 awards

White	BAME
60%	40%

NHS pay scales

2022

Mean	Median
8.9%	19.9%

2023

Mean	Median
13.5%	37.1%

St George's pay scales

2022

Mean	Median
19.2%	15.0%

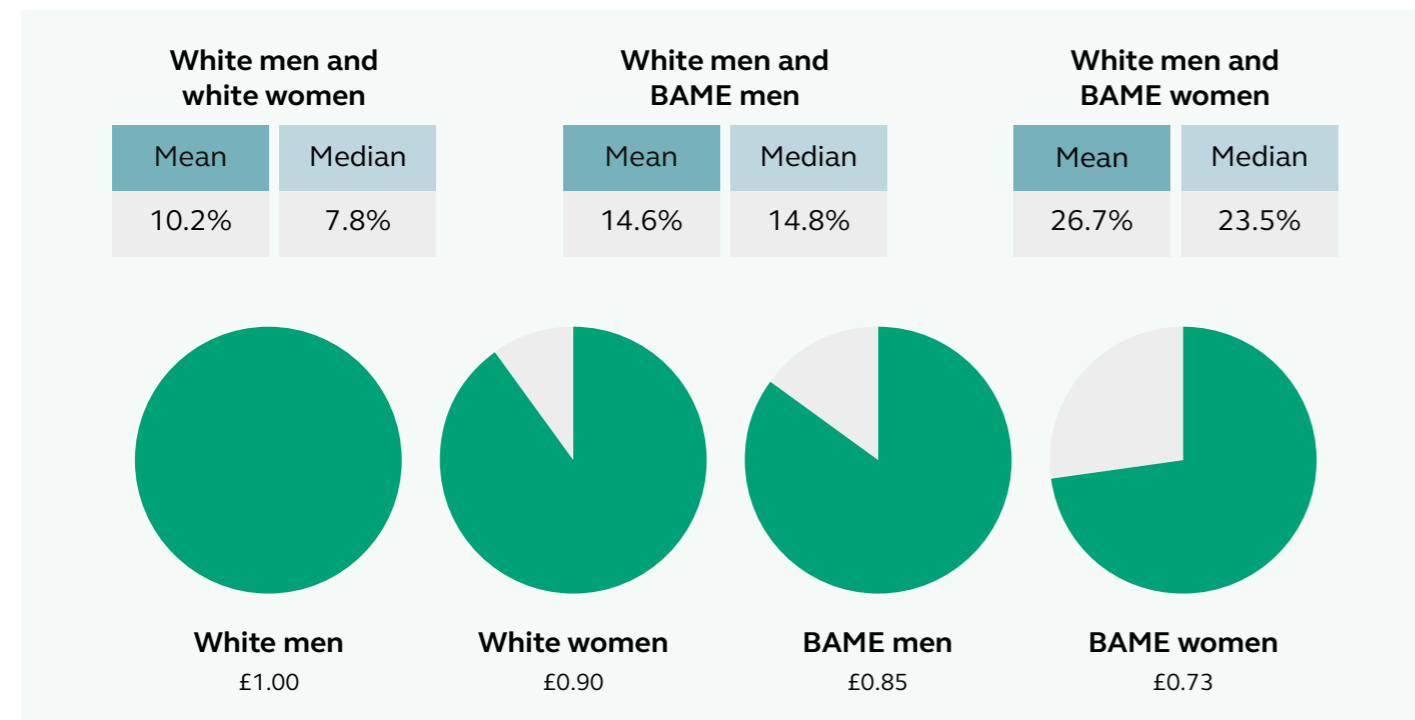2023

Mean	Median
19.9%	19.2%

Mean and median ethnicity bonus pay gap

The mean ethnicity bonus pay gap has seen a dramatic change in the past year, having decreased from 20.5% in 2022 to -2.2%. Similarly, our median ethnicity bonus pay gap has dropped from 56.2% in 2022 to -15.9%. Both these figures indicate that the average bonus amount for BAME employees who received a bonus this year was larger than the average bonus amount for White employees who received a bonus this year. However, the number of BAME employees who received a bonus was smaller than the number of White employees who received a bonus. These figures reflect very small numbers of individuals and primarily arise from Clinical Excellence Awards, which the University has no influence over – so only cautious optimism is taken from this change.

2022

Mean	Median
20.5%	56.2%

2023

Mean	Median
-2.2%	15.9%

6. Intersectional pay outcomes

We have been giving increasing consideration to the ethnicity pay gap, including how this interacts with the gender pay gap. The chart below shows the intersectional pay gap for gender and ethnicity amongst all our 856 full-pay relevant employees. The mean and median intersectional pay gaps for White men and BAME women are the largest, followed closely by the pay gaps for White women and BAME women. This reveals that White men are the largest earners, followed by White women (£0.90 for every £1.00 earned by White men), then BAME men (£0.85 for every £1.00 earned by White men), and finally BAME women (£0.73 for every £1.00 earned by White men). The pay gaps observed for both gender and ethnicity is more pronounced for women from BAME backgrounds.

White men and white women		White men and BAME men		White men and BAME women	
Mean	Median	Mean	Median	Mean	Median
10.2%	7.8%	14.6%	14.8%	26.7%	23.5%

White men	White women	BAME men	BAME women
£1.00	£0.90	£0.85	£0.73

7. Outlook

This report has highlighted several key issues:

- the higher proportion of men in higher paid (upper quartile) roles
- the higher levels of bonuses paid to male staff members than female staff members
- the higher proportion of White staff in higher paid (upper quartile) roles
- the higher levels of bonuses paid to White staff members than BAME staff members
- the combined effect of the above issues, leading to a large intersectional pay gap that disproportionately affects the earnings of BAME women.

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 support several professional development schemes such as B-MEntor 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.