

Gender and Ethnicity Pay Gaps Report 2024

**Office for Institutional
Equity and Inclusion**

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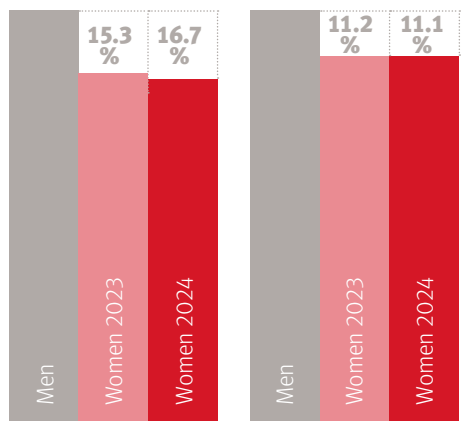
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Executive summary

This report presents legacy City's ethnicity and gender pay gaps, covering gender pay gap data from 2021 to 2024 and ethnicity pay gap data from 2022 to 2024. The analysis underpins the University's work on equity, diversity and inclusion (EDI) by providing evidence that informs decision making and highlights areas for action. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations, we are legally required to publish gender pay gap data, supporting transparency in pay and compliance with our statutory obligations to advance equality and eliminate discrimination.

Key findings



Mean Gender pay gap **16.7%**
 ▲ Increased **1.4%** from previous year
Median Gender pay gap **11.1%**
 ▼ Decreased **0.1%** from previous year

Gender pay gap

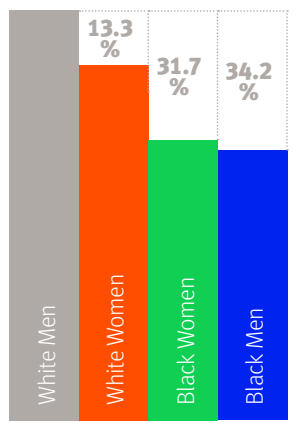
The mean gender pay gap increased slightly from 15.3% in 2023 to 16.7% in 2024, while the median gap decreased marginally from 11.2% to 11.1%. Women remain overrepresented in lower pay quartiles, particularly in the lower and lower-middle quartiles, though representation in the top pay quartile has increased from 44.2% to 46.3%, reflecting progress toward gender parity at senior levels.



Mean Ethnicity pay gap **19%**
 ▼ Decreased **1.3%** from previous year
Median Ethnicity pay gap **18.6%**
 ▼ Decreased **1.4%** from previous year

Ethnicity pay gap

The mean ethnicity pay gap reduced from 20.3% in 2023 to 19.0% in 2024, and the median gap decreased from 20.0% to 18.6%. Disaggregated data shows Black staff continue to face the largest disparities. Asian staff also experience notable gaps, while staff from Mixed backgrounds show smaller gaps. Black, Asian and minority ethnic staff are concentrated in lower pay quartiles, with some small improvements in representation in middle and upper pay quartiles.



Mean Intersectional pay gap 2024

Intersectional pay gaps

Intersectional analysis highlights compounded inequalities where gender and ethnicity intersect. Black men face the highest mean pay gap at 34.2% compared with White men, followed by Black women at 31.7%. White women experience a gender pay gap of 13.3% but earn more on average than most racially minoritised groups, demonstrating the importance of considering the intersectional analysis of gender and ethnicity rather than looking at these in isolation. Analysis indicates that the ethnicity pay gap is a key driver of the gender pay gap so addressing the ethnicity pay gap will also help narrow the gender pay gap.

Executive summary

Strategic actions to date

The University actively works to reduce pay gaps and have implemented a range of initiatives to address these:

- Strengthening inclusive recruitment practices through the pilot of anonymous shortlisting and introduction of the fair recruitment panel
- Expanding access to EDI data to improve decision making and inform targeted interventions through the creation of data dashboards
- Delivering leadership and development programmes including Aurora, StellarHE, Career Odyssey, Springboard, and 100 Black Women Professors NOW
- Introducing the opportunity to partake in new mentoring schemes including the Reciprocal Mentoring scheme and the Global Majority Mentoring Programme
- Embedding governance of EDI through EDI Board oversight and dedicated sub-committees ensuring accountability and strategic alignment
- Continuing the Senior Diversity Ambassadors scheme to ensure leadership visibility and championing equity, diversity, and inclusion at senior decision-making levels
- Promoting an inclusive culture through supporting the work of staff affinity networks
- Implementing Charter Mark action plans, specifically Athena Swan and the Race Equality Charter, with initiatives aimed to help close pay gaps.

Initiatives and next steps

Whilst some progress has been made in narrowing gender and ethnicity pay gaps, continued, targeted action, supported by robust data and institutional accountability, is essential to close the pay gaps. The institutional actions section of the report provides a detailed overview of actions and next steps outlined to close pay gaps. These include the University focusing on:

- Enhancing the quality of data across all protected characteristics, enabling meaningful data led analysis of pay gaps and evidence-based decision-making
- Enabling career pathways and progression through building on the success of mentoring schemes and staff development programmes
- Strengthening inclusive recruitment and selection practices to reduce bias in recruitment processes
- Continuing the Senior Diversity Ambassador scheme to embed EDI at senior decision-making level
- Implementing Athena Swan and Race Equality Charter Mark action plans to advance gender and race equity and strive for intersectional pay equity.



Introduction

At City St George's we work to foster an inclusive culture where everyone feels valued, respected, and empowered to thrive. Our aim is to create an environment that celebrates diversity, promotes equity, and ensures staff and students can contribute fully and confidently. By embedding inclusion into our everyday practices, policies, and behaviours, we seek to build a sense of belonging and mutual respect that strengthens both individual and collective success.

This report presents a combined analysis of the gender and ethnicity pay gaps at legacy City, recognising the importance of understanding how these characteristics intersect and contribute to disparities in pay and representation across the institution. The data referred to throughout this report is from 2021 to 2024 and therefore refers to legacy City data.

Analysing pay gap data allows us to reflect openly on the progress we are making, and this report sets out the steps we are taking to address areas of disparity and ongoing work to reduce these pay gaps over time.

As a Higher Education Institution, we are subject to specific equality duties under the Equality Act 2010, including the Public Sector Equality Duty. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations, we are legally required to

publish gender pay gap data, supporting transparency in pay and compliance with our statutory obligations to advance equality and eliminate discrimination.

While gender pay gap reporting is a statutory requirement, City St George's voluntarily reports on the ethnicity pay gap as part of our broader work to advance equity, diversity, and inclusion. This reflects our institutional values: We Care, We Learn, We Act. By being transparent with this data, we aim to identify barriers, support targeted action, and thereby foster an inclusive culture where all staff can achieve their potential.

This report shares gender and ethnicity pay gaps for 2024 and explores disaggregated data to provide insights into the representation and pay outcomes of different gender and ethnic groups across the institution. It allows us to track progress, identify areas for further improvement, and take evidence-based action to ensure fairer outcomes for all.

In both gender and ethnicity pay gap analyses, we use hourly pay data from the snapshot date of 31 March 2024. While the data referenced within the report reflects the period prior to the University's formal merger, it remains deeply relevant and continues to inform our understanding of institutional priorities.

About us

City St George's, University of London is the university of business, practice, and the professions. The University educates more than 27,000 students from over 170 countries across three campuses in Clerkenwell, Moorgate, and Tooting. It is now one of the largest Higher Education destinations for London students and one of the most significant suppliers of the health workforce in the capital.

City St George's has six specialist Schools that contain outstanding academic departments, faculties, and research centres. Each is home to a unique range of expert teaching and research.

These schools include:

- Bayes Business School
- School of Communication & Creativity
- School of Health & Medical Sciences
- School of Policy and Global Affairs
- School of Science & Technology
- The City Law School.

As a Higher Education Institution, we are subject to specific equality duties under the Equality Act 2010, including the Public Sector Equality

Duty. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations, we are legally required to publish gender pay gap data, supporting transparency in pay and compliance with our statutory obligations to advance equality and eliminate discrimination.

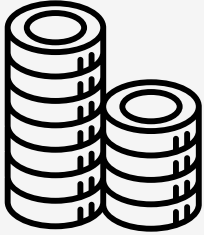
The University has a number of equality objectives and progress on these are published and reviewed annually in our [Staff and Student Equality Monitoring Reports](#).

EDI objectives capture our ability to embed our values and build an inclusive University culture for all members of our diverse community.

These include:

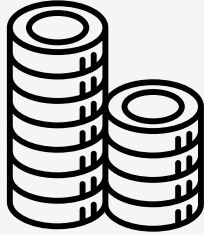
- Reducing the ethnicity pay gap to 19% by 2024
- Reducing the gender pay gap to 15% by 2026
- Increasing the proportion of Grade 9 staff (including Professors) who are People of Colour to 15% by 2024
- Increasing the proportion of women in Professorial roles to 32% by 2024.

EDI objectives



↓ 19%

Reducing the ethnicity pay gap to 19% by 2024



↓ 15%

Reducing the gender pay gap to 15% by 2026

↑ 15%

Increasing the proportion of Grade 9 staff (including Professors) who are People of Colour to 15% by 2024

↑ 32%

Increasing the proportion of women in Professorial roles to 32% by 2024.

Understanding pay gaps

Pay gap calculations follow the methodology set out in Government reporting regulations.

The pay gap

The pay gap is the difference in average hourly pay (mean and median) between groups, regardless of role or seniority.

Gender pay gap

The gender pay gap measures the difference in pay between men and women.

Ethnicity pay gap

The ethnicity pay gap measures the difference in pay between staff from Black, Asian and minority ethnic backgrounds and White staff.

Equal pay

Equal Pay is the right for staff to receive equal pay for equal or similar work. It differs from pay gap reporting, which highlights overall differences in pay between groups.

The Bonus Gap

The bonus gap is the difference in the average bonus payments received by different groups of employees, mostly measured between men and women.

No bonuses were received by any staff via the Senior Staff Recognition Scheme in 2024, and no current staff receive clinical excellence awards. As a result, the mean and median bonus pay gap is reported as zero.

Intersectional Analysis

Taking an intersectional approach means recognising that individuals may experience multiple, overlapping forms of inequality based on characteristics including race, gender and disability. By examining how these factors interact, we can uncover nuanced disparities that might otherwise be overlooked. This report applies intersectional analysis to our pay gap data, focusing on the combined impact of gender and ethnicity. This provides a deeper

understanding of pay gaps and how they vary for staff with intersecting identities, enabling the development of more targeted and meaningful actions to address structural inequalities of pay.

The language used

Mean

The mean is the average. It is calculated by adding together all individual values (such as hourly pay) and then dividing by the number of individuals.

Median

The median is the middle value when all individual figures (such as hourly pay) are listed in order from lowest to highest. It shows the point at which half of employees earn more and half earn less.

Quartile

Quartiles divide a list of all employees' hourly pay into four equal groups, from the lowest paid to the highest paid. Each quartile represents 25% of the workforce.

BAME

BAME is used solely for reporting purposes as it remains the current legal definition required for data collection. While City St George's acknowledges the homogenous grouping that this term implies and its lack of wider considerations for the disparity between these groups, this term is used in alignment with the Higher Education Statistics Agency.

This report analyses pay gaps using disaggregated data for minoritised groups to provide a more accurate picture of pay disparities across staff groups and ethnicities. For this analysis, staff are grouped into the following categories: 'White', 'Asian', 'Black', 'Mixed', 'Other', or 'Not Known' ('Not Known' also includes staff who have declined to share their ethnicity).

Unitemps

Staff employed at City St George's under a temporary contract.

Gender pay gap

Staff Workforce

Data presented throughout this report is drawn from 31 March 2024 snapshot data, as required by reporting regulations. At this time legacy City's workforce, as defined in the gender pay gap reporting provisions, was 3,379 staff (1,930 women and 1,449 men), including those hired under Unitemps.

Key 2024 data findings

31% of the Professoriate are women.



55% of academics (excluding professors) are women.



52% of the highest paid Professional Services staff (Grade 9) are women.



62% of Professional Services staff are women (including Unitemps).



59% of Professional Services staff are women (excluding Unitemps).



Context

The data in the table below reflects that there has been an increase in the mean gender pay gap from 15.3% in 2023 to 16.7 in 2024. There has been a minor decrease to the median pay gap from 11.2% in 2023 to 11.1% in 2024. These shifts highlight that progress in reducing pay gaps is not always linear. Variations can occur from year to year due to a range of factors, including recruitment changes, staff turnover, and the pace of career progression across different staff groups.

While fluctuations are to be expected, what remains important is the long-term direction of travel. When looking at the change from 2021 to 2024 we can see a reduction from 19.4% to 16.7%. This highlights that when examining a longer timeframe, a positive shift in reducing the pay gap is shown. We continue to monitor both mean and median pay gaps closely and aim to drive a sustained downward trend over time. Isolated increases in certain metrics may occur, but as we implement targeted actions and support equitable development opportunities, we expect to see continued progress toward closing the gender pay gap overall.

Mean and median gender pay gap (2021–2024)

Pay Gap	March 2021 Published in 2022	March 2022 Published in 2023	March 2023 Published in 2024	March 2024 Published in 2025	Change from 2023 to 2024
Mean %	19.4	17.5	15.3	16.7	1.4
Median %	11.4	11.3	11.2	11.1	-0.1

Representation across pay quartiles

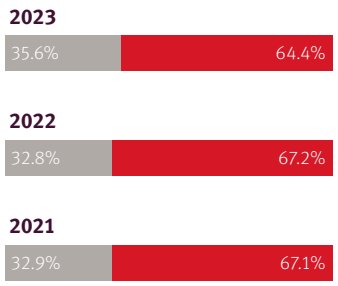
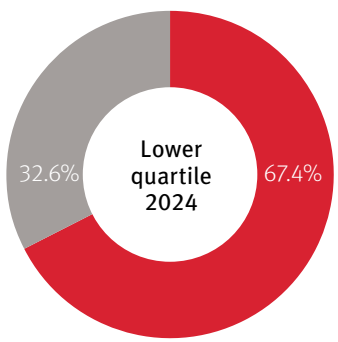
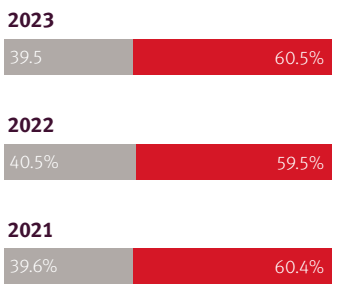
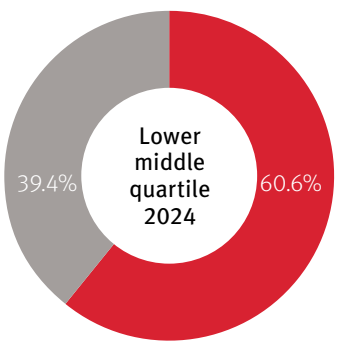
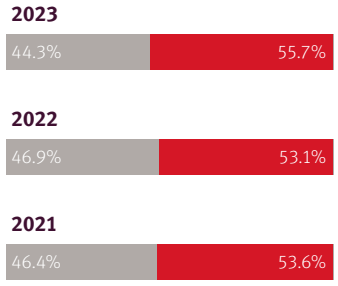
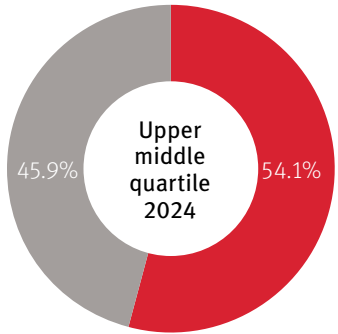
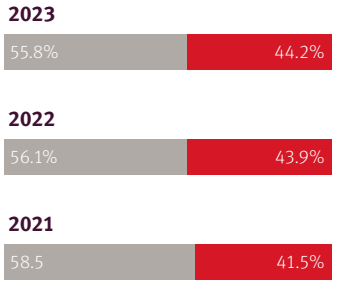
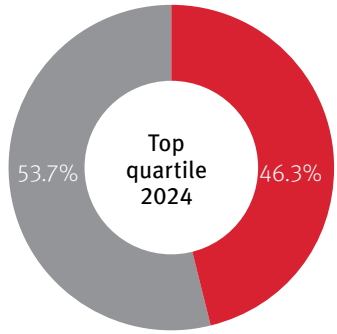
Pay quartiles divide the workforce into four groups based on hourly pay, from the lowest paid quartile (lower quartile) to the highest paid quartile (upper quartile). The gender representation within each quartile is calculated to better understand the distribution of men and women across pay bands.

The latest data show that women continue to be overrepresented in the lower pay quartiles, with 67.4% of staff in the lowest quartile identifying as women, an increase from 64.4% compared to last year. Similarly, women make up 60.6% of the lower middle quartile, with a marginal increase. This concentration of women in lower-paying roles speaks directly to occupational segregation which contributes to the overall gender pay gap.

In the upper middle quartile, there is a gender balance closer to even, with 54.1% women and 45.9% men. Although this marks a decrease in representation of women compared to the previous year.

Encouragingly, there has been a notable increase in the proportion of women in the top quartile, rising from 44.2% to 46.3%. Meanwhile, representation of men in this top quartile has declined to 53.7%. While men still hold the majority of roles in this highest pay band, this shift is a positive sign of ongoing progress toward greater gender parity at senior levels.

Men Women



Proportion of men and women staff by staff group

As of March 2024, salaried staff make up 74% of legacy City’s workforce, with Visiting Lecturers (VLs), Graduate Teaching Assistants (GTAs) and Unitemps staff each accounting for 26% of the total headcount.

The gender pay gap amongst salaried staff for 2024 stands at 15%, reflecting a slight increase from the previous year. This group continues to show the largest pay gap among the three contract types and women make up the majority of salaried roles.

Among VLs and GTAs, the gender pay gap has slightly narrowed to 1.2%, down from 2% last year. Representation in this group is more balanced, with 53.2% of roles held by women and 46.8% by men. The narrowing of the already small gap suggests that legacy City is making progress in managing pay consistency, even within temporary forms of employment.

The Unitemps staff group, which continues to have the highest proportion of women, shows a 10.3% gender pay gap in 2024. This represents an improvement on previous years, suggesting that while disparities remain, there has been some progress in addressing pay differences in this category.

Gender Pay Gap – Staff Groups – Mean % – Statutory Methodology								
Type – March 2022	Hourly pay			Number of staff		% of total staff	% Women	% Men
	Women	Men	Pay gap %	Women	Men			
Salaried	£28.09	£32.73	14.2%	1195	1050	73%	53.2%	46.8%
VL / GTA	£30.22	£30.57	1.2%	201	191	13%	51.3%	48.7%
Unitemps	£13.02	£14.90	12.6%	330	119	15%	73.5%	26.5%
Total	£25.46	£30.87	17.5%	1726	1360	100%	56%	44%
Type – March 2023	Women	Men	Pay gap %	Women	Men	% of total staff	% Women	% Men
Salaried	£29.41	£34.29	14.2%	1308	1070	73%	55.0%	45.0%
VL / GTA	£30.66	£31.30	2.0%	246	232	15%	51.5%	48.5%
Unitemps	£14.28	£16.04	11.0%	281	128	13%	68.7%	31.3%
Total	£27.26	£32.17	15.3%	1835	1430	100%	56%	44%
Type – March 2024	Women	Men	Pay gap %	Women	Men	% of total staff	% Women	% Men
Salaried	£30.16	£35.49	15.0%	1376	1114	74%	55.3%	44.7%
VL / GTA	£31.96	£32.35	1.2%	236	208	13%	53.2%	46.8%
Unitemps	£14.22	£15.86	10.3%	318	127	13%	71.5%	28.5%
Total	£27.76	£33.32	16.7%	1930	1449	100%	57%	43%

Ethnicity pay gap

Staff Workforce

Data presented throughout this report is drawn from 31 March 2024 snapshot data. At this time legacy City's workforce when referring to the ethnicity pay gap data was 2,934 staff (941 BAME, 1,889 White, 104 Not known/Information refused), excluding those hired under Unitemps due to limited availability of data.

Key 2024 data findings

33% of staff are BAME and 67% are White.



26% of academic staff are BAME and 74% are White.



38% of Professional Services staff are BAME and 62% are White.



14% of our Grade 9 staff are BAME and 86% are White.



13% of the Professoriate are BAME and 87% are White.



10% of the Professoriate are Asian.



Context

The following data tables demonstrate the pay gap between Black, Asian, and minority ethnic staff compared to White staff. The 2024 ethnicity pay gap data shows encouraging signs of progress, with improvements in both the mean and median ethnicity pay gaps compared to the previous year. The mean pay gap decreased from 20.3% in 2023 to 19% in 2024, while the median pay gap decreased from 20.0% to 18.6% over the same period. These shifts suggest movement in a positive direction toward narrowing disparities, although gaps remain.

Mean and median ethnicity pay gaps

Pay Gap	March 2022 Published in 2023	March 2023 Published in 2024	March 2024 Published in 2025	Change from previous year
Mean %	20.5%	20.3%	19%	-1.3%
Median %	19.1%	20.0%	18.6%	-1.4%

Looking at the disaggregated mean ethnicity pay gap data, the largest disparity continues to exist among Black staff, with a gap of 27.6% in 2024, down from 30.1% in 2023. This reflects a reduction and marks the most significant improvement across all ethnicities. For Asian staff, their mean ethnicity pay gap fell from 19.4% in 2023 to 17.4% in 2024, while Mixed ethnicity staff saw a very small increase from 19.3% in 2023 to 19.5% in 2024. Staff in the 'Other' ethnicity group experienced a slight closing of the pay gap decreasing from 10.7% in 2023 to 10.5% in 2024. Staff with ethnicity recorded as 'Not Known' also saw a reduction in the mean pay gap, down from 11.7% to 10.8%.

In terms of the median ethnicity pay gap, there is a more varied picture. Asian staff saw the most significant improvement, with the median gap narrowing from 20.4% in 2023 to 18.6% in 2024, and the 'Other' group saw a similar drop from 15.2% in 2023 to 13.7% in 2024. Conversely, the median pay gap for Black staff increased from 29.4% in 2023 to 31.8% in 2024, despite the improvement in the mean pay gap. This suggests continued inequities in pay distribution within this group. Other groups, such as Mixed and Not Known, experienced only marginal changes to their median pay gaps.

Overall, while the data presents a positive trend at the aggregate level, disaggregated insights highlight the difference across different ethnic groups with greater pay gaps for Black staff. Progress has not been uniform across all ethnicity groups, and some disparities have persisted or even widened. Continued focus on addressing these structural inequalities, particularly for Black staff, is essential in ensuring sustained, equitable change.

Disaggregated ethnicity pay gap (mean) – March 2022–2024							
Ethnicity	2022 hourly pay	2022 pay gap	2023 hourly pay	2023 pay gap	2024 hourly pay	2024 pay gap	Change from 2023 to 2024
White	£32.26		£33.71		£33.74		
BAME	£25.65	20.5%	£26.87	20.3%	£27.34	19.0%	-1.3
Asian	£25.81	20.0%	£27.17	19.4%	£27.86	17.4%	-2.0
Black	£22.44	30.4%	£23.58	30.1%	£24.41	27.6%	-2.5
Mixed	£26.03	19.3%	£27.22	19.3%	£27.16	19.5%	+0.2
Other	£29.37	8.9%	£30.11	10.7%	£30.20	10.5%	-0.2
Not Known	£27.99	13.2%	£29.76	11.7%	£30.09	10.8%	-0.9

Disaggregated ethnicity pay gap (median) – March 2022–2024							
Ethnicity	2022 hourly pay	2022 pay gap	2023 hourly pay	2023 pay gap	2024 hourly pay	2024 pay gap	Difference in pay gap (pp)
White	£30.46		£31.72		£32.65		
BAME	£24.63	19.1%	£25.37	20.0%	£26.57	18.6%	-1.4
Asian	£24.34	20.1%	£25.26	20.4%	£26.57	18.6%	-1.8
Black	£20.86	31.5%	£22.39	29.4%	£22.26	31.8%	+2.4
Mixed	£24.84	18.5%	£25.85	18.5%	£26.57	18.6%	+0.1
Other	£26.33	13.6%	£26.90	15.2%	£28.18	13.7%	-1.5
Not Known	£24.74	18.8%	£27.15	14.4%	£27.77	14.9%	+0.5

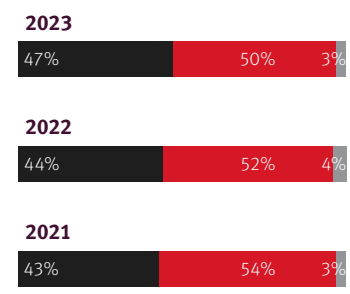
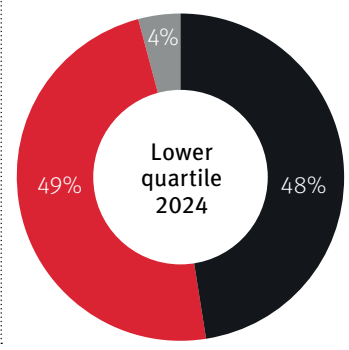
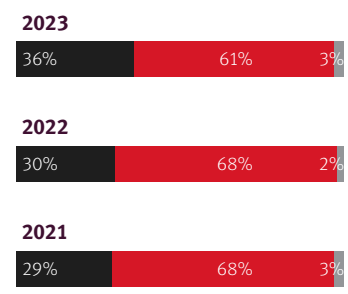
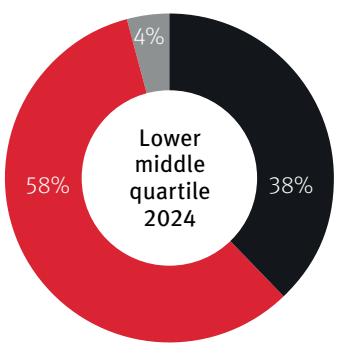
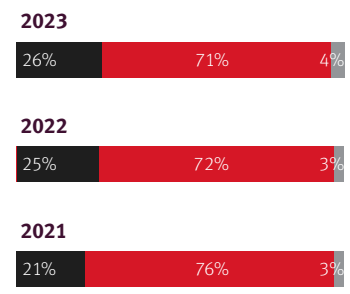
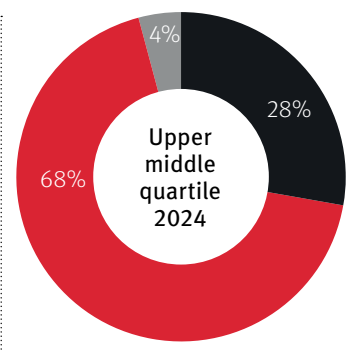
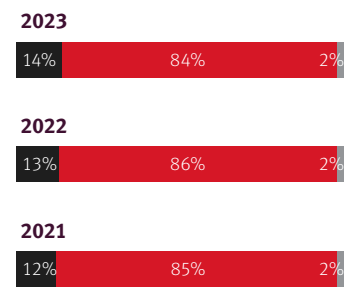
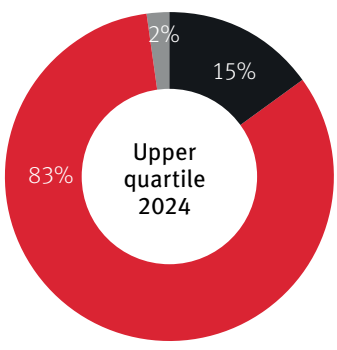
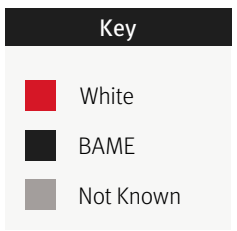
Representation by pay quartiles

Analysis of the make-up of staff from different ethnicities across pay quartiles from 2021 to 2024 reveals a disparity in representation, indicative of an ongoing ethnicity pay gap within the institution.

The data reflects that White staff continue to make up the largest proportion of staff across all pay quartiles, representing 83% of staff in 2024. The largest proportion of BAME staff is found in the lowest quartile, where they account for 48% of staff. The representation of BAME staff decreases steadily through the pay bands from lower to upper: from 48% in the lower quartile, 38% in lower middle, 28% in upper middle, and 15% in the top quartile.

In comparison to the previous year's figures, there has been a small but continued increase in BAME representation in the upper quartile, rising from 14% in 2023 to 15% in 2024. The upper middle quartile also saw an increase in BAME representation, increasing from 26% in 2023 to 28% in 2024. At the same time, White representation in these quartiles has declined slightly, suggesting a gradual shift towards greater diversity in the higher pay bands.

These changes indicate incremental progress in addressing the ethnicity pay gap. The concentration of BAME staff in the lower pay quartiles, and under-representation in the top pay bands, demonstrates occupational segregation which can be one contributing factor to the ethnicity pay gap and highlights that further targeted action on recruitment and retention can be undertaken to support progression and development across pay quartiles.



Pay quartiles by disaggregated ethnicity

The disaggregated ethnicity data shows that White staff make up the majority of staff across all quartiles, with the highest proportion of White staff at 83% within in the top quartile in 2024. This has declined slightly and gradually over time from 86% in 2022, suggesting a slow diversification of the top pay band. Among BAME staff, Asian staff are the largest represented group in the top quartile, accounting for 7% of staff in 2024, up from 6% in both 2022 and 2023. Other ethnic groups (including those identifying as 'Other', 'Mixed', or 'Black') each make up smaller proportions, with Black staff continuing to represent just 1% of the upper quartile.

In the upper middle quartile, there has been steady growth in representation from BAME staff. The proportion of Asian staff increased from 9% in 2022 to 12% in 2024, while the proportion of Black staff has stayed consistent at 6% over the same period. Those identifying as 'Other' also saw a consistent rise, from 5% in 2022 to 7% in 2024. White representation in this quartile declined from 72% in 2022 to 68% in 2024. These shifts suggest that some progress is being made in diversifying representation at mid-level roles.

In the lower middle quartile, the proportion of Asian and Black staff increased from 12% in 2022 to 16% in 2024 and 7% in 2022 to 8% in 2024 respectively. Those identifying as 'Other' rose from 4% to 8%, with relatively consistent representation from those of Mixed backgrounds

at 5% in 2024. Meanwhile, White staff representation decreased from 68% in 2022 to 58% in 2024. This data suggests a more diverse distribution of staff within the mid-pay range.

The lowest quartile continues to have the most diverse ethnic profile, with a combined 48% of staff identifying as Asian, Black, Mixed, or Other in 2024. Notably, Black staff make up 17% of the lower quartile in 2024, a figure that has remained consistently high since 2022. Asian staff account for 20% the highest proportion across all quartiles. While these figures reflect strong representation among racially minoritised groups in entry-level roles, they also underscore a continued trend of concentration in the lowest pay band.

In summary, while there are signs of improvement in ethnic diversity within the middle and, to a lesser extent, upper pay quartiles, the data shows that minoritised staff, particularly Black and Asian staff, remain underrepresented in the highest pay bands and overrepresented in the lowest. The pace of change, particularly at the higher quartiles, would benefit from continued targeted support particularly around development, progression, and inclusive recruitment practices to address structural inequalities and support closing pay gaps.

Disaggregated ethnicity by quartile							
Population	Year	Asian	Black	Mixed	Other	White	Not Known
Quartile 1 – Upper quartile	2024	7%	1%	2%	5%	83%	2%
	2023	6%	1%	2%	5%	84%	2%
	2022	6%	1%	2%	4%	86%	2%
Quartile 2 – Upper mid quartile	2024	12%	6%	4%	7%	68%	4%
	2023	9%	6%	4%	6%	71%	4%
	2022	9%	6%	5%	5%	72%	3%
Quartile 3 – Lower mid quartile	2024	16%	8%	5%	8%	58%	4%
	2023	14%	8%	4%	9%	61%	3%
	2022	12%	7%	5%	4%	68%	2%
Quartile 4 – Lower quartile	2024	20%	17%	6%	5%	49%	4%
	2023	20%	16%	6%	4%	50%	3%
	2022	19%	15%	6%	4%	52%	4%

Proportion of Black, Asian, Mixed, Other and White staff by staff group

The data tables show a continued shift in the ethnicity of both salaried and VL/GTA staff groups. While White staff remain the majority in both groups, there has been consistent year-on-year growth in representation since 2022 among Asian, Mixed, and Other ethnic groups.

Among salaried staff, the number of staff from BAME backgrounds increased from 724 in 2023 to 790 in 2024, driven largely by increase in Asian and Black staff. The Asian salaried staff population increased from 304 to 332, and Black salaried staff increased from 190 to 213. There were also modest increases for those identifying as Mixed or Other ethnicities. The lowest representation among salaried staff in 2024 remains with those whose ethnicity is recorded as 'Not Known', though this group has grown slightly from 59 to 73.

In the VL and GTA staff group, although White staff still account for the largest proportion, the number of staff from BAME backgrounds has increased slightly from 149 in 2023 to 151 in 2024. This includes small increases in the Asian staff and Other staff categories. Mixed ethnicity staff continue to have the lowest representation in this group, decreasing slightly from 21 in 2023 to 18 in 2024.

Overall, the data highlights a positive trend in increasing ethnic diversity across staff groups, particularly within salaried roles.

Staff group by ethnicity									
Ethnicity	March 2022			March 2023			March 2023		
	Salaried Staff	VL/GTA	Total	Salaried Staff	VL/GTA	Total	Salaried Staff	VL/GTA	Total
BAME	637	105	742	724	149	873	790	151	941
Asian	259	42	301	304	55	359	332	61	393
Black	168	20	188	190	28	218	213	28	241
Mixed	97	19	116	100	21	121	107	18	125
Other	113	24	137	130	45	175	138	44	182
White	1548	275	1823	1595	302	1897	1627	262	1889
Not Known	60	12	72	59	27	86	73	31	104
Total	2245	392	2637	2378	478	2856	2490	444	2934

Gender and ethnicity intersectional pay gaps

City St George's recognises that people cannot be solely defined by their gender or ethnicity and neither one alone can fully account for a person's experiences. The intersection of these shape individual experiences within and outside of the workplace. This intersectional analysis is a vital step in understanding the nuanced inequities that can exist across different staff groups.

The mean and median intersectional pay gap data for 2024 continues to highlight the compounded inequalities that can arise when gender and ethnicity intersect. The most significant mean pay gap is observed for Black men, at 34.2% when compared to White Men. Black women follow closely, with a 31.7% pay gap. Asian women when compared to White men, also experience a substantial pay gap of 26.9%.

The smallest pay gap is recorded for men who identify as 'Other' ethnicities, though the gap still remains notable at 11.5%. Importantly, the data shows that White women, despite experiencing a gender pay gap of 13.3% compared to White men, still have higher average earnings than men and women from Asian, Black, Mixed, and Not Known ethnic backgrounds.

The analysis shows that examining gender and ethnicity together reveals more pronounced pay disparities.

The largest median pay gap is seen among Black men and women, who earn 32.0% less than the White men. This is followed by Asian women, who experience a 23.5% gap. These figures reflect a significant disadvantage for racially minoritised staff, especially women, who face compounded barriers in the workplace. In contrast, White women experience the smallest median pay gap, at 6.0%, when using White men as the comparator group. While this still reflects gender-based inequality, it also highlights how ethnicity can have a greater impact on pay than gender alone for many staff groups.

Asian men experienced notable disparities, with a median pay gap of 18.6%. Staff identifying as Mixed ethnicity had an 18.9% median pay gap for both men and women, while those in the 'Other' ethnicity category reported a smaller gap for men at 8.5% but a larger gap for women at 18.6%.

These findings underscore the value of applying an intersectional lens to pay gap analysis to gain a better understanding of the breakdown of pay inequities. Examining data by both ethnicity and gender reveals that disparities are not uniform and can be compounded by intersecting identities. This approach enables the University to more precisely identify where inequities are most pronounced and to design targeted, evidence-based interventions to address them.

Ethnicity	Men	Women	Pay gap (Men)	Pay gap (Women)
White	£36.30	£31.48		13.3%
BAME	£28.41	£26.61	21.7%	26.7%
Asian	£29.88	£26.54	17.7%	26.9%
Black	£23.87	£24.78	34.2%	31.7%
Mixed	£26.77	£27.43	26.2%	24.4%
Other	£32.14	£28.75	11.5%	20.8%
Not Known	£31.82	£28.30	12.3%	22.0%

Ethnicity	Men	Women	Pay gap (Men)	Pay gap (Women)
White	£32.74	£30.78		6.0%
BAME	£26.57	£25.87	18.9%	21.0%
Asian	£26.64	£25.05	18.6%	23.5%
Black	£22.26	£22.26	32.0%	32.0%
Mixed	£26.57	£26.57	18.9%	18.9%
Other	£29.97	£26.64	8.5%	18.6%
Not Known	£27.36	£28.18	16.4%	13.9%
White Men	£32.74	£32.74		

Institutional actions to close our pay gaps

We continue work to address all pay gaps including our gender and ethnicity pay gaps. Our EDI objectives focus on actively reducing pay gaps, with the aim of specifically reducing the gender pay gap to 15% by 2026 and ethnicity pay gap to 19% by 2024. Analysis of legacy City's data highlights that gender and ethnicity intersect to impact experiences and pay outcomes for Black, Asian and minority ethnic staff, particularly women. It is therefore important that we continue to better understand these disparities, using analysis of pay gap data to inform future action.

The following section outlines key actions undertaken to address inequalities which could help close pay gaps. These interventions not only align with our institutional values but with existing Charter Marks frameworks and associated action plans. We focus on continuous learning and improvement, using the progress outlined in this report as the basis for shaping future priorities.

EDI Leadership and strategy

The Office for Institutional Equity and Inclusion (OIEI), based within the President's Office, continues to play a pivotal role as a driver of change. With the leadership of the Assistant Vice-President (EDI), Professor Jessica Jones Nielsen, and the Head of EDI, Kiren Chima, the OIEI focuses on delivering meaningful change through initiatives aligned with strategic priorities.

Our EDI governance structure takes a multi-layered approach to embedding equity, diversity, and inclusion across our institutional culture and systems, fostering shared ownership and accountability in delivering EDI strategic objectives including the closing of pay gaps.

The EDI Board, Co-chaired by the President, Professor Sir Anthony Finkelstein, and the Assistant Vice-President (EDI) Professor Jessica Jones Nielsen, continue to oversee and implement EDI objectives and EDI Strategy. The EDI Board plays an important role in advising the Senior Leadership team on strategic approaches to EDI and focuses on how we can effectively fulfil our statutory obligations concerning equality legislation.



Senior Diversity Ambassadors

The Senior Diversity Ambassador (SDA) scheme ensures that equity and inclusion is embedded into decision making at the most senior level of the institution. SDA roles are held by members of the senior leadership team who actively champion EDI. The SDAs for Race and Gender have worked closely with staff affinity networks and sub-committees of the EDI Board to advance EDI initiatives, providing guidance and support to implement action plans effectively. Their leadership helps drive meaningful progress, ensuring that equity, diversity, and inclusion remain central to strategic priorities.

SDAs provide visible leadership and act as role models for colleagues and students alike. They help raise awareness of issues that matter most to our community and ensure that senior-level decision-making is informed by diverse perspectives and lived experience.

Recruitment and selection

Fair recruitment panel

To strengthen the inclusivity and equity of our recruitment processes, a Fair Recruitment Panel has been established. This initiative ensures diversity and representation of Black, Asian and minority ethnic staff on appointment panels, building on our existing practice of achieving gender balance in panel membership.

Anonymous shortlisting pilot

As part of the University's drive to increase the diversity of staff to better represent the student population, particularly at senior levels, an Anonymous Shortlisting pilot for senior Professional Services

roles was implemented. The aim of the pilot was to strengthen inclusive recruitment procedures where applicants are selected based on merit and to reduce bias. We will continue to build on the work of the pilot to help close pay gaps.

Expanding access to EDI data and strengthening EDI reporting

We recognise the critical importance of taking a data-led approach to closing pay gaps and promoting equity across the workforce. To support this, we are developing clear and comprehensive EDI data dashboards that allow us to visualise trends, monitor progress, and identify areas where targeted interventions are most needed. These dashboards provide a robust evidence base to inform decision-making, enabling staff to implement strategies and initiatives with measurable impact.

Our approach extends beyond focusing only on gender pay gap reporting. Recognising that pay gaps often stem from complex structural and systemic factors, we are actively enhancing our data capabilities to better understand and address these issues. This includes developing dashboards, expanding the granularity of the data captured, and using analytics to evaluate the effectiveness of policies, initiatives, and interventions. The University will be introducing Oracle, a new people and finance system which will further enhance reporting capabilities in the future.

By taking a strategic, data-driven approach, we aim to accelerate improvements in pay equity, increase representation at senior levels, and build an environment

where all staff are supported to thrive and advance fairly in their careers. Through our ongoing work, we demonstrate transparency, accountability, and a sustained focus on closing pay gaps across the University.

EDI Training and development

We continue to deliver and build on existing training and development programmes to support the career progression of staff, particularly those from underrepresented groups. EDI training equips managers and staff to recognise and mitigate against bias and support fair decision making. This is particularly important in recruitment, promotions, and pay decisions, which are key drivers of pay gaps.

Career progression with an intersectional lens

100 Black Women Professors NOW

This year saw our third year of supporting the 100 Black Women Professors NOW programme, founded by Women's Higher Education Network (WHEN). The programme seeks to diversify the Professoriate through encouraging inclusive leadership and development at an institutional level. Developed to increase the success and progression of Black women in the academic pipeline, the 100 Black Women Professors NOW programme advocates for the importance of the diversity and representation of staff within Higher Education institutions. Five academic staff participated in the 2024 cohort. Of the academic staff members that have partaken in this initiative, we are delighted that 80% have progressed in their career trajectory.

Aurora

Aurora is a leadership development programme for women within Higher Education. The initiative was designed in response to research by Advance HE which evidences that there are fewer women in the most senior positions within Higher Education institutions. Aurora is designed to enable women to develop key skills needed to access leadership opportunities in Higher Education. Ten women participated in the 2024 cohort of Advance HE's Aurora leadership development programme.

Career Odyssey

The Career Odyssey: Navigating Your Professional Journey is an inhouse workshop designed and developed having identified a gap in development opportunities for Black, Asian and ethnic minority staff, specifically Grades 6 and below. Dedicated to supporting staff to build and strengthen professional networks, empower self-development and foster leadership skills, this workshop aims to encourage participants to confidently engage with leadership development at an earlier stage in their careers. This year saw 16 staff members engage with the programme.

Springboard

The Springboard Work and Personal Development Programme supports women at Grade 6 and below to grow in confidence and take a more constructive approach to their work and personal life. It helps participants strengthen their skills, build self-assurance, and become more assertive in pursuing their goals. A cohort of 32 staff members attended Springboard in 2024.

StellarHE

We continue our support of StellarHE which is a leadership development programme designed to support the progression of ethnically diverse staff within Higher Education. It aims to diversify leadership, increase the representation of ethnically diverse colleagues in senior roles and promote systemic change to advance race equity. In 2024, six staff members participated, including both men and women from academic and Professional Services backgrounds, all from Black, Asian, and minority ethnic groups.

Mentoring schemes

Reciprocal mentoring programme

This year, saw the launch of an internal Reciprocal Mentoring Programme. The programme was developed specifically to support the career progression of Black, Asian and minority ethnic staff and to promote inclusive leadership amongst senior leaders at City St George's.

The programme connects Black, Asian and minority ethnic staff at Grades 4 to 6 with managers and senior leaders through mentoring relationships grounded in lived experience, career development, and anti-racist leadership. Mentees benefit from personalised career support, expanded development opportunities, and increased confidence in navigating their professional and academic pathways. For mentors, the programme offers a space for reciprocal learning, critical self-reflection on inclusive leadership, and a meaningful role in fostering a more equitable and supportive environment for Black, Asian and minority ethnic staff.



Global Majority Mentoring Programme

This year we chose to partake in London Higher's Global Majority Mentoring Programme (GMMP). The programme is designed to support professional and personal development of Black, Asian and minority ethnic staff working in Higher Education across London. Open to both academic and Professional Services staff, the programme connects Black, Asian and minority ethnic staff and pairs mentors and mentees across different institutions to foster cross-sector collaboration and shared learning.

The GMMP actively promotes equity and career progression by offering a supportive space where Black, Asian and minority ethnic staff can access guidance, share lived experiences and build confidence in navigating the Higher Education landscape. The GMMP recognises the systemic challenges faced by Black, Asian and minority ethnic staff and works to break down barriers to advancement through tailored mentoring and meaningful professional connections framed around the importance of belonging. Participation in the GMMP contributes to long-term institutional change by empowering Black, Asian and minority ethnic staff in Higher Education and reinforcing a sense of community, visibility and belonging.

Charter Mark frameworks

City St George's recognises that collecting and analysing demographic data is crucial to identifying barriers, informing effective action, and setting meaningful EDI objectives. Our objectives are aligned with our Vision and Strategy 2030, as well as Charter Mark frameworks including Athena Swan, Race Equality Charter and the Disability Confident Scheme.

Athena Swan Charter

The Athena Swan Charter is a framework designed to advance gender equity within Higher Education and research. The University currently holds a Bronze Athena Swan award, and ongoing initiatives are focused on ensuring that we make progress against our action plan to achieve a Silver award in our future submission. Of the University's six Schools, four hold Bronze Athena Swan awards and our newly merged School of Health & Medical Sciences holds a Silver award which is testament to the work undertaken to advance gender equity through staff promotion, recruitment, and development.

The Gender Equity Committee continues to lead the implementation of City St George's Athena Swan Bronze action plan that focuses on eliminating gender-based inequalities and promoting a more equitable working environment. Key areas of focus include addressing the gender pay gap, increasing intersectional representation in senior roles, fostering a culture of inclusion for all genders, and tackling bullying and harassment.

Race Equality Charter

The Race Equality Charter (REC) aims to improve the representation, progression, and success of Black, Asian, and minority Ethnic staff and students in Higher Education and the University currently holds a Bronze REC award. The REC action plan clearly outlines the direction needed to help advance equity of opportunity and help reduce pay gaps.

To support the REC Action Plan and the advancement of race equity, a Race Equity Advisory Board and a Race Equity Implementation Committee were created in 2023. The committees oversee the implementation

of the REC action plan focused on improving the progression, success and representation of Black, Asian and minority ethnic staff at the University.

Disability Confident Leader

City St George's continues work to advance disability equity and inclusion and is proud to have achieved Disability Confident Leader (Level 3) status as part of the national Disability Confident scheme. The scheme has helped City St George's to strengthen its approach to recruiting, retaining, and developing disabled staff, while deepening institutional understanding of disability and recognising the valuable contributions of disabled employees.

The intersection of these Charter Mark frameworks and associated action plans are vital in driving progress on gender, disability, race equity and LGBTQIA+ inclusion across the University and form part of our efforts in closing pay gaps. Each framework addresses specific dimensions of equity, diversity and inclusion, and together they provide a comprehensive and holistic approach to drive positive change and achieve outlined objectives.

Creating an inclusive culture

Staff affinity networks are key to cultivating an inclusive and welcoming community and promoting inclusion across the University. They offer welcoming spaces where colleagues with shared identities, experiences, or interests can come together for support, connection, and collaboration. The Office for Institutional Equity and Inclusion works closely with the Co-Chairs of all staff affinity networks to ensure they are well-supported and integrated into the University's wider EDI governance framework.



Next steps to driving change

City St George's continues to take active steps to reduce all pay gaps. We will work collaboratively to create an inclusive culture that promotes equity and works to remove systemic barriers for staff development and progression. Our Charter Mark action plans provide a framework for achieving change whilst ensuring accountability across the University.

Our next steps include the development and implementation of both the EDI and HR strategic plans, with a clear focus on embedding equity into people practices and driving targeted actions to close identified pay gaps.

These include:

- **Improving the quality of data** – Improve the quality of equality data by running regular data drives to address barriers to declaration, encouraging staff to update their information to allow meaningful analysis.
- **Building on the success of mentoring schemes** – Widen access to mentoring schemes to support career progression, ensuring staff at all levels and from all backgrounds have access to mentoring opportunities.
- **Strengthening inclusive recruitment practices** – Build on the work undertaken around the anonymous shortlisting pilot and the fair recruitment scheme to help promote inclusive practices and eliminate bias from the recruitment process.
- **Continuing the Senior Diversity Ambassador (SDA) scheme** – Continue and strengthen the SDA scheme, ensuring Ambassadors provide visible leadership, act as role models, and help embed equity, diversity and inclusion at senior decision-making level.
- **Continuing institutional support for Charter Mark frameworks** – Continue engagement with the Athena Swan and Race Equality Charter Mark frameworks to reduce pay gaps, ensuring that actions are developed and implemented to address gender, ethnicity, and intersectional pay gaps and disparities.
- **Reviewing our promotions framework** – Ensure promotions processes are fair, transparent and inclusive, with clear criteria and consistent decision making.
- **Refining our approaches** – Review recruitment data and strengthening efforts to attract underrepresented candidates for new roles whilst refining our approach to talent management and succession planning.
- **Reviewing policy and practice** – Undergo a review of policies, including the pay and reward policy, to ensure transparency and fairness.
- **Ensuring equitable change management** – Utilise equality impact assessments to ensure fairness in selection, in organisational change and redeployment processes.

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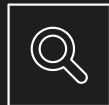
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