

## 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 2024 is as follows:

- **Mean gender pay gap, 11.4% in favour of male employees**
- **Median gender pay gap, 5.5% in favour of male employees**
  
- **Mean ethnicity pay gap, 15.2% in favour of White employees**
- **Median ethnicity pay gap, 17.4% 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 2024.

St George's, University of London employs ~900 staff in several disciplines, including administrative; 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 male staff and those of female staff. This is not the same as **equal pay**, which is concerned with male staff and female staff 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 staff from White and global majority backgrounds.

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

The **median pay gap** is the difference between the pay of the middle (50<sup>th</sup> percentile) male and the middle female, or middle White and middle global majority 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 2024**) 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 to address all pay gaps. 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 sees senior membership including the Vice-Chancellor.
- DISG reviews diversity reporting and statistics, leading to initiatives like 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 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 job portal to authentically reflect diversity at St George's, University of London.
- Emphasised flexible working in job descriptions and widened 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.<sup>1</sup>
- 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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<sup>1</sup> 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 male staff and female staff 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 results for St George's, University of London

##### 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 899 relevant employees<sup>2</sup> counted at the census date of 31 March 2024, 894 are full-pay relevant employees. Of these employees, 37.4% are male and 62.6% are female, which is the same proportion as 31 March 2023.

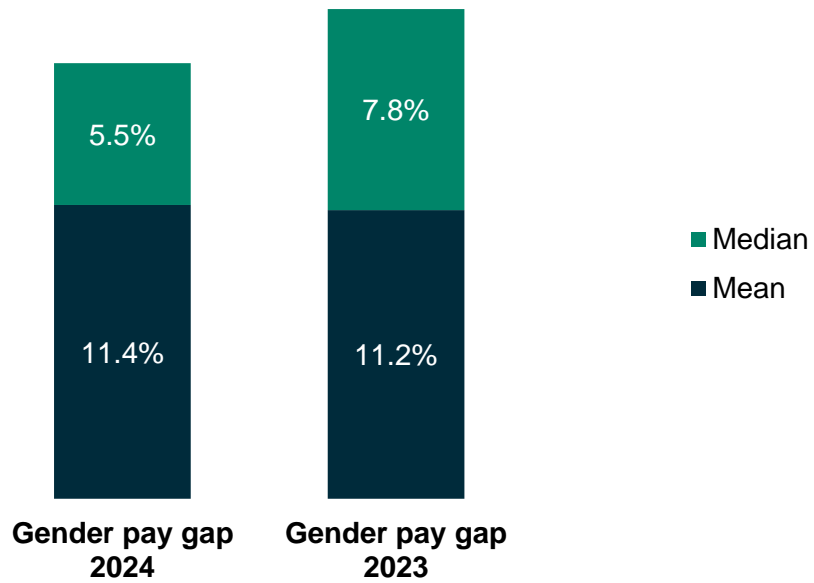


##### Mean and median gender pay gap

The chart below shows our overall mean and median gender pay gap based on hourly rates of pay. Our mean gender pay gap has stayed constant (11.2% in 2023 to 11.4%) while our median gender pay gap has decreased (7.8% in 2023 to 5.5%). 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 female staff being appointed over the course of the year.

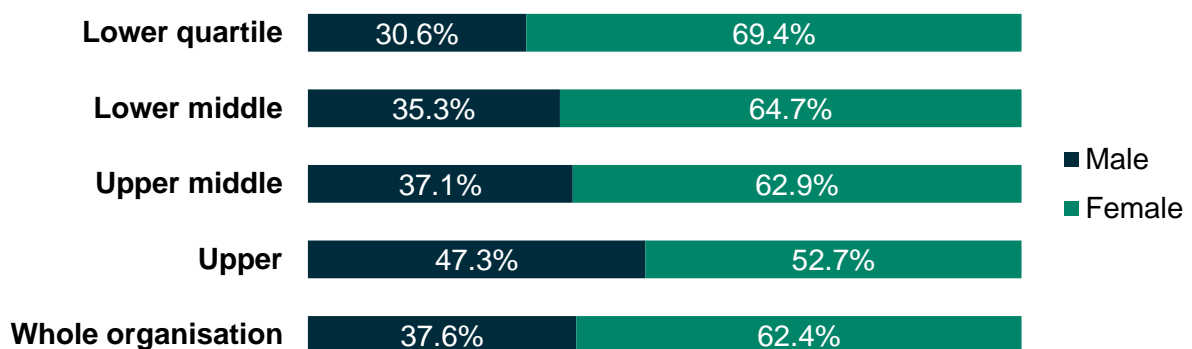
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<sup>2</sup> A relevant employee is a person employed by St George's, University of London on 31 March 2023.



### 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 female staff are employed in lower graded jobs and therefore fall in lower pay quartiles, whilst a higher proportion of male staff are employed in more senior roles and are therefore in higher pay quartiles. Slow progress is being made in increasing the proportion of senior female staff in the organisation, demonstrated by the increase of female staff in the highest pay quartile from 49.5% in 2023 to 52.7%. Nevertheless, this remains below the proportion of female staff in the whole organisation (62.4%) and the proportion of female staff in the lower quartile of remuneration remains high at 69.4% (up from 67.8% in 2023).

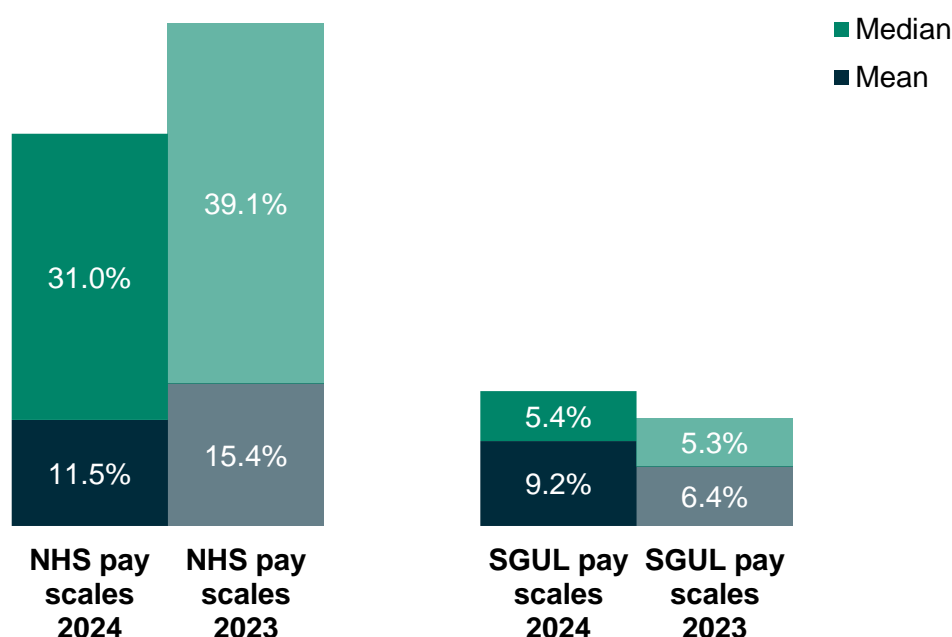


In our more junior roles (SGUL Grades 1–5), 70.9% of staff are female, increasing from 67.9% in 2023. However, the proportion of female staff in more senior grades (SGUL Grades 6–8) has slightly decreased from 63.2% in 2023 to 62.9%. In our most senior SGUL grade (Professors and Professional Service Directors), we see a drop in the proportion of female staff from 45.7% in 2023 to 40.4%. 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.

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

Our gender pay gap continues to be heavily influenced by clinical academic staff. 20% 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.



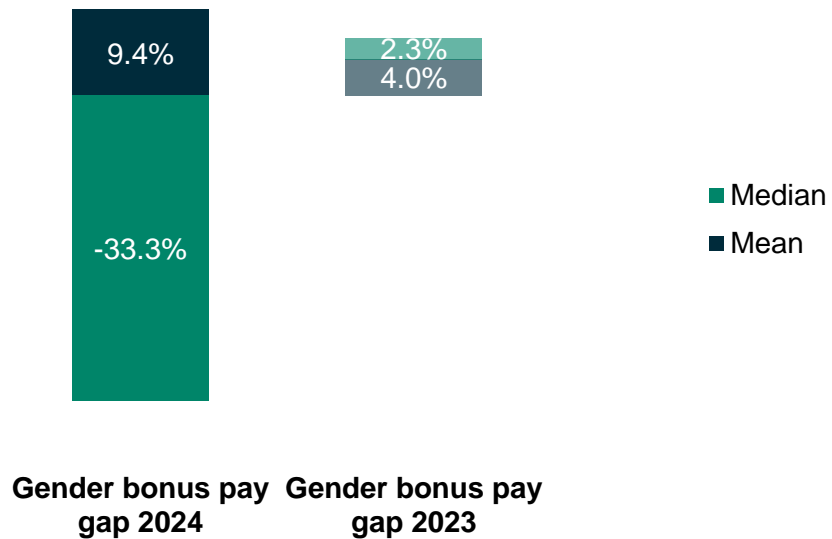
The mean gender pay gap for employees on St George’s, pay scales has increased (6.4% in 2023 to 9.2%), while the median gender pay gap has remained constant (5.3 % in 2023 to 5.4%). For clinicians, both the mean gender pay gap (15.4% in 2023 to 11.5%) and median gender pay gap (39.1% in 2023 to 31.0%) have decreased. This indicates that the gap in average pay and distribution of pay between genders among our clinical staff has improved, but not for our non-clinical staff. This highlights the need for further examination of factors contributing to these changes and continued efforts towards addressing gender pay disparities institution-wide.

### Mean and median gender bonus pay gap

Bonus payments 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 is 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 15 CEA payments (1.7% of our staff), a notable decrease from the 37 awarded in 2023. Of these, 66.7% were male and 33.3% were female (3.0% and 0.9% of our entire workforce respectively). The chart below shows our overall mean and median gender bonus pay gap. Our mean gender bonus pay gap has increased this year

(4.0% in 2023 to 9.4%), while our median gender bonus pay gap has dramatically fallen (2.3% in 2023 to -33.3%). The increase in the mean gender bonus pay gap suggests that, on average, there has been a widening gap in the amount of bonuses received between male and female staff members. However, the negative median gender bonus pay gap suggests that at the midpoint (or 50<sup>th</sup> percentile), female employees are receiving a higher bonus payment than male employees.



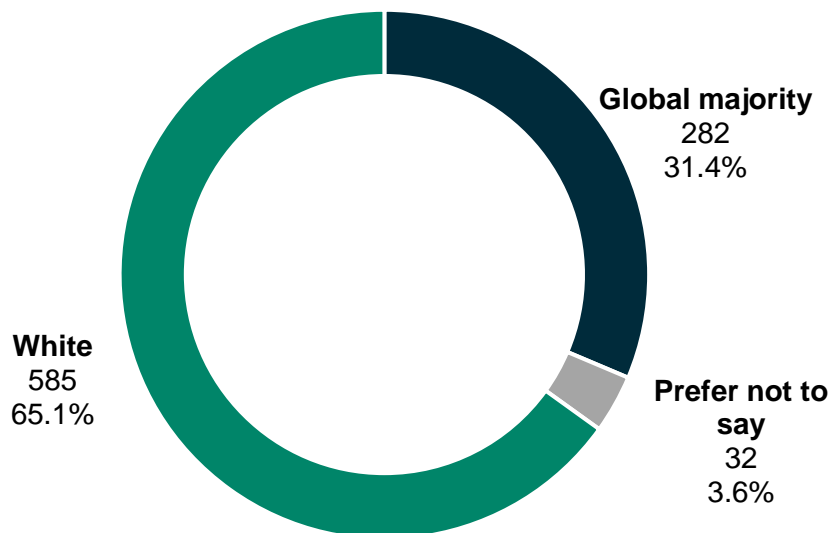
## 5. Ethnicity pay gap results for St George's, University of London

### 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.

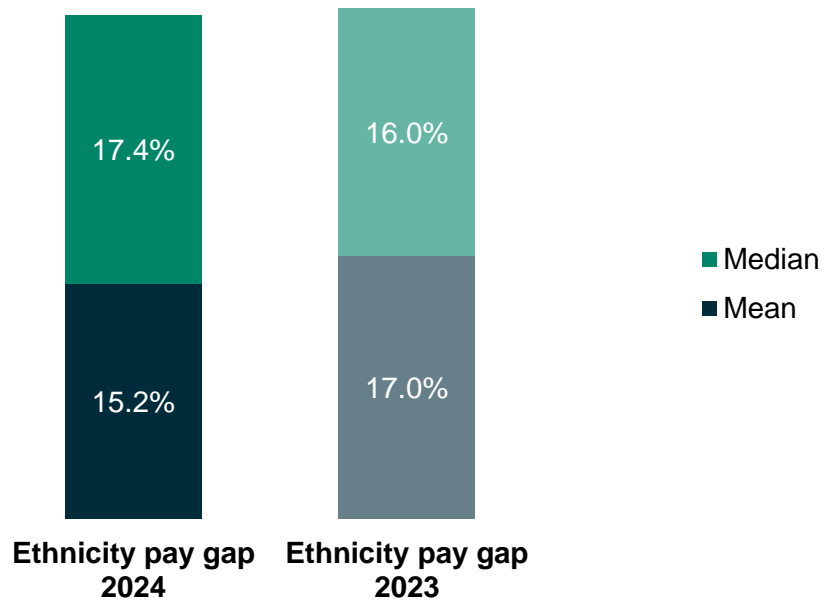
When employees declare their ethnicity, they can select from the 19 categories outlined on [gov.uk](https://www.gov.uk), along with the option to choose "prefer not to say." Individuals opting not to disclose their ethnicity are excluded from the following calculations. To determine the pay gap, we compare employees identifying as White against those identifying as belonging to a global majority background. Global majority encompasses all ethnicities except those under any subcategory of White.

Of our employees, 65.1% have declared themselves as White and 31.4% have declared themselves as global majority, showing no difference from 2023.



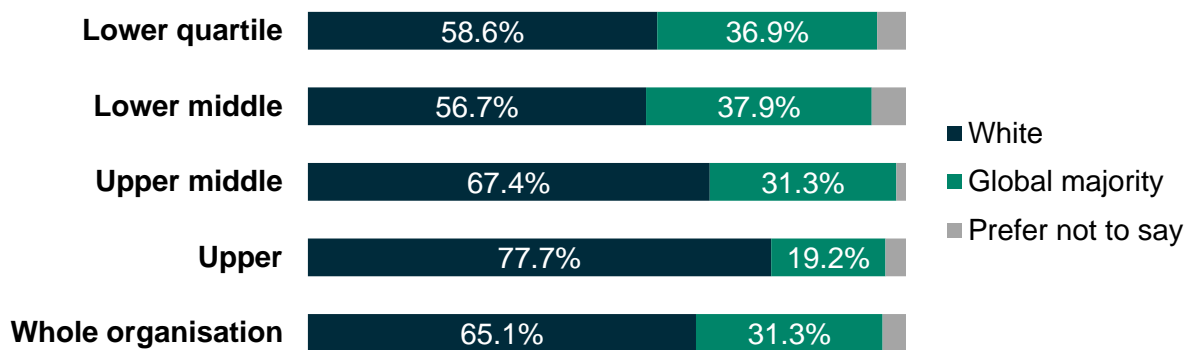
### Mean and median ethnicity pay gap

The chart below shows our overall mean and median ethnicity pay gap, based on hourly rates of pay at the census date of 31 March 2024. Our mean ethnicity pay gap has decreased (17.0% in 2023 to 15.2%) and our median ethnicity pay gap has increased (16.0% in 2023 to 17.4%).



### Ethnicity split across workforce

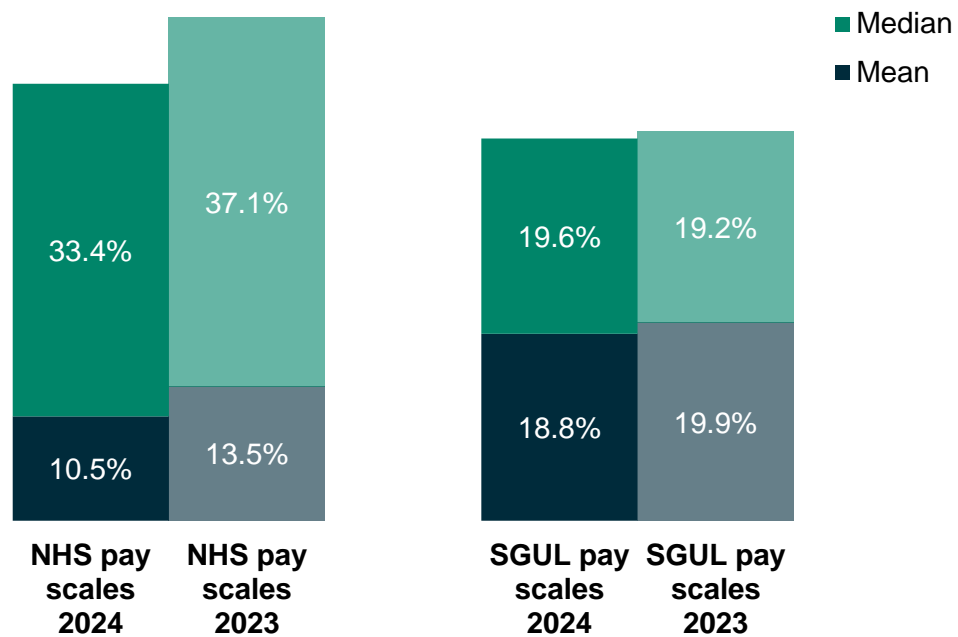
Below is a chart of our workforce split into quartiles (blocks of 25%) by pay, showing the proportion of White and global majority employees in each quartile. Like the gender pay gap, our ethnicity pay gap also appears to be influenced by occupational segregation, *i.e.*, a higher proportion of global majority employees are in lower pay grades. In the lowest quartile, 36.9% of staff are from global majority backgrounds, which is a decrease from 44.4% in 2023. Only 19.2% of staff in the highest quartile are from global majority backgrounds, up from 16.2% in 2023. As with gender, underrepresentation of global majority staff in more senior roles is an issue across the Higher Education sector. For example, [Higher Education Statistics Agency \(HESA\) data for 2022/23](#) showed that only 13% of professors were from a global majority background.



### 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 below. The mean ethnicity pay gap for employees on SGUL pay scales decreased slightly (19.9% in 2023 to 18.8%), while the median ethnicity pay gap has stayed constant (19.2% in 2023 to 19.62%). However, the mean ethnicity pay

gap for clinicians decreased (13.5% in 2023 to 10.5%), as did the median ethnicity pay gap (37.1% in 2023 to 33.4%), reflecting the greater number of salary levels within the NHS. The percentage of Black clinical staff has increased since last year (0.8% in 2023 to 2.3%). However, we are concerned that only 2.3% of our clinical staff have declared their ethnicity as Black, compared to 26.3% who declared themselves to be Asian. [Government data](#) reveals these figures are low compared to medical staff employed within the NHS. Amongst our non-clinical staff, 8.1% have declared their ethnicity as Black, while 16.8% have declared themselves to be Asian.



### Mean and median ethnicity bonus pay gap

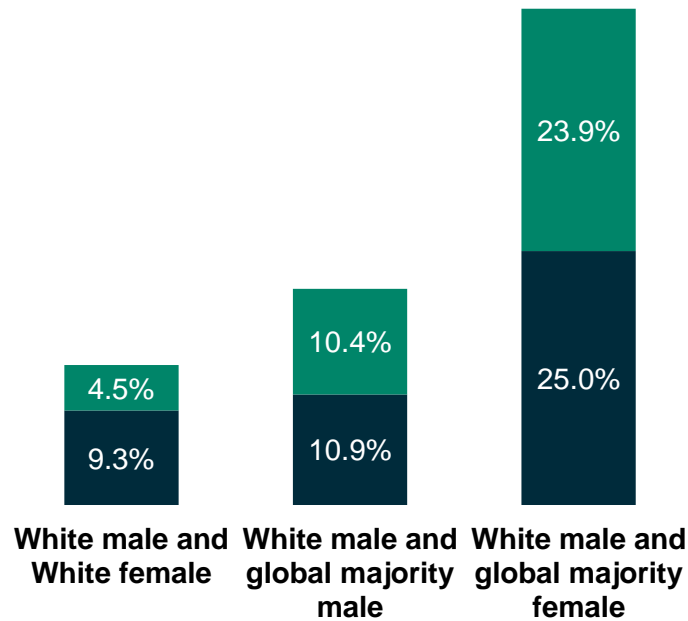
Global majority employees were awarded 33.3% of the CEA. The mean ethnicity bonus pay gap has increased from -2.2% in 2023 to 7.0%. Similarly, our median ethnicity bonus pay gap has increased from -15.9% to 50.0%. Both these figures indicate that the average bonus amount for global majority employees who received a bonus this year was lower than the average bonus amount for White employees who received a bonus this year. While the number of global majority employees who received a bonus was smaller than the number of White employees who received a bonus, nevertheless, it is important to note that any disparity, regardless of scale, warrants attention. These figures reflect very small numbers of individuals and arise from Clinical Excellence Awards, which the University has no influence over.



## 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 894 full-pay relevant employees. The mean and median intersectional pay gaps for White male staff and global majority female staff are the largest, followed closely by the pay gaps for White female staff and global majority female staff. This reveals that White male staff are the largest earners, followed by White female staff (£0.91 for every £1.00 earned by White male staff), then global majority male staff (£0.89 for every £1.00 earned by White male staff), and finally global majority female staff (£0.75 for every £1.00 earned by White male staff). The pay gaps observed for both gender and ethnicity are more pronounced for female staff from global majority backgrounds. However, the earnings for White female staff, global majority male staff, and global majority female staff have all increased marginally from 2023 with respect to the earnings of White male staff.

- Median
- Mean



## 7. Outlook

This report has highlighted several key issues:

- the higher proportion of male staff 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 global majority staff members
- the combined effect of the above issues, leading to a large intersectional pay gap that disproportionately affects the earnings of global majority female staff.

We recognise that there is more work St George's, University of London must do to support the career development of employees from global majority backgrounds, especially female staff. As highlighted earlier in the report, we support several professional development initiatives, including leadership programmes such as Advance HE's Aurora and Diversifying Leadership, and we continue to promote the Fair Recruitment Specialist Initiative to improve recruitment outcomes. Additionally, we have conducted an institutional review of race equality, which has led to the creation of an ongoing action plan for further improvement. This includes the establishment of a training sub-group to evaluate our race equality commitments in training and development. We also regularly review guidance and outcomes related to academic promotion processes to ensure diverse career paths are fully recognised and supported.