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Gender pay gap report 2020



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This is the fourth report on the gender pay gap at the University of St Andrews, utilising a [framework provided by the UK Government](#).

'**Gender pay gap**' is a measure of the difference between the average hourly pay of men and women across the whole organisation. It is not a measure of unequal pay, which is the difference in pay between men and women doing the same job. Unequal pay is against the law, as set out in the [Equality Act 2010](#).

[The Equality Act \(Scottish Specific Duties\) 2012 regulations](#) requires the University of St Andrews to publish gender pay gap data. The 2017 UK regulations, which stipulate more extensive analysis, do not apply to universities in Scotland. However, the University decided to produce a gender pay analysis to allow direct and meaningful comparison with other organisations, including almost 200 universities. By openly participating in this submission, it provides the opportunity for the University to map trends in its own gender pay and those of others.

The information in this report provides the mean and median gender pay gaps for the organisation as a whole and is broken down by grade. Figures have been calculated using the technical guidance set out by the UK Government Equalities Office.

Measures

The **mean** hourly rate is calculated by adding all of the hourly rates together and dividing by the number of individuals in the data set. The pay gap is the average difference between the mean hourly pay rate of men and women.

The **median** hourly rate is calculated by arranging the hourly rates of all individuals in the data set in numerical order to identify the middle (or median) hourly rate. This means that 50% of individuals will earn more than this hourly rate and 50% will earn less. The median gender pay gap is the difference between the mid-point hourly pay rate of men and women. The 2019 and 2020 gender pay gap calculations have considered subtractions of pension contributions via salary sacrifice; this has led to lower hourly rates in comparison to those reported in 2018.

Findings

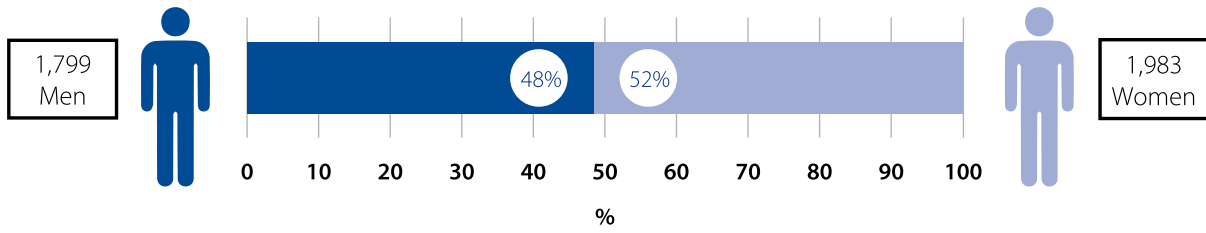
The Gender Pay Gap data presented here was correct as of the 31st March 2020. Calculations in this report include all permanent, fixed term and flexible contract staff.

Key

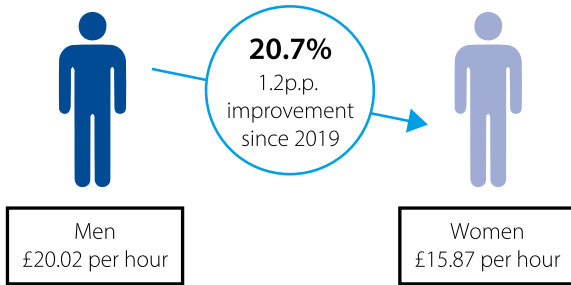
Unless otherwise specified, the key for the men and women representation will be as follows:

 Men  Women

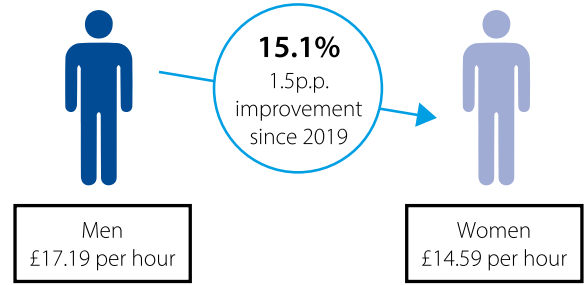
Total workforce breakdown



Mean gender pay gap

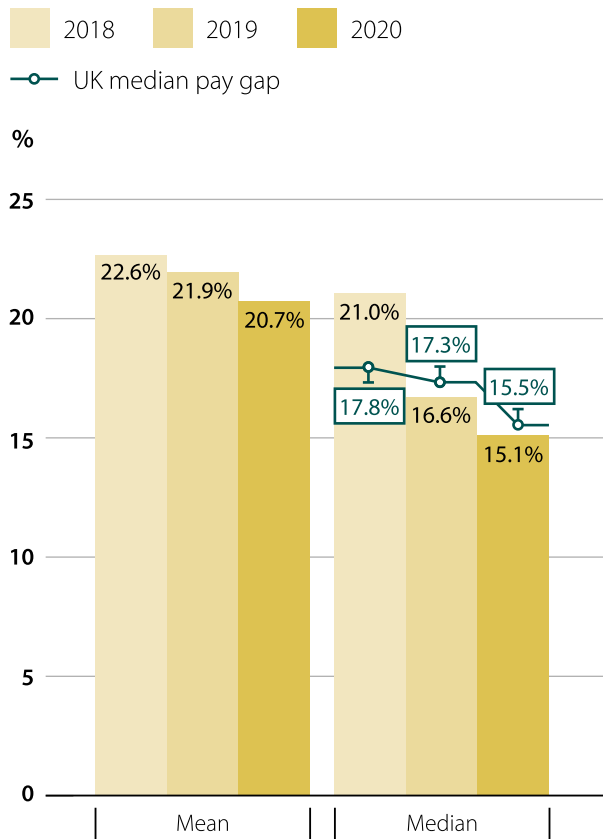


Median gender pay gap

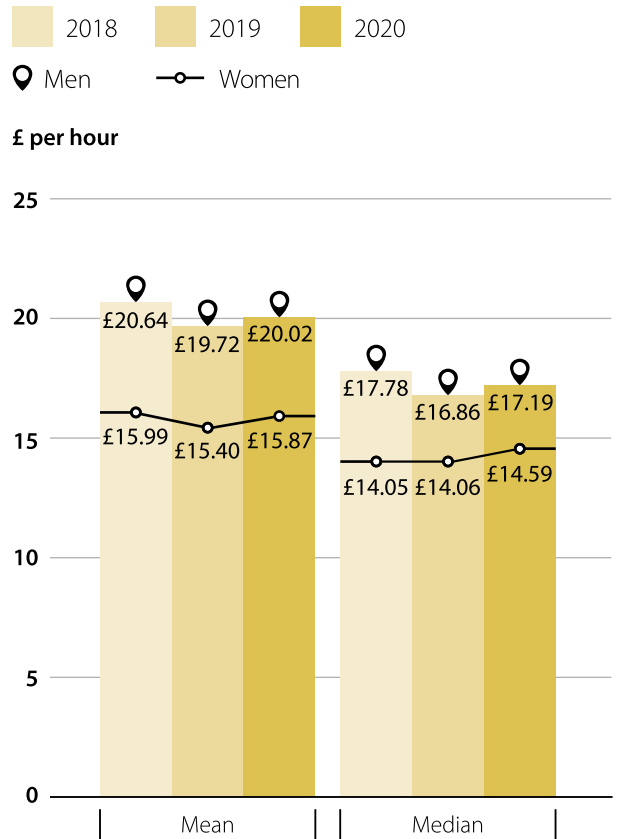


p.p. – percentage point

Mean and median gender pay gap



Mean and median hourly rate by gender

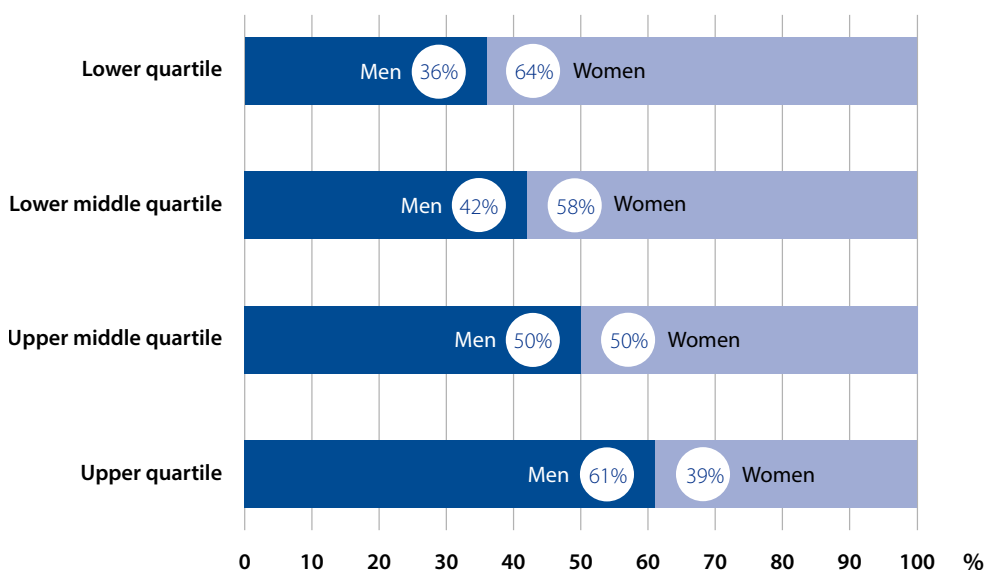


According to the November 2020 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures, the median gender pay gap for the UK Economy stood at 15.5% (2020): this is down from 17.3% in 2019.

Proportion of women in each pay quartile

Quartile pay bands are calculated by dividing the overall staff population into four equal segments from lowest to highest hourly pay. This figure shows the percentage of men and women in each quartile.

Pay quartiles 2020



Bonus payments

The University has no contractual bonus arrangements.

What the findings tell us

The University has analysed the gender pay gap by contract type and grade to provide a more granular overview of the data. These figures are shown in Appendix 1.

The figures identify a mean gender pay gap of 20.7% (as compared to 21.9% reported in March 2019) and median gender pay gap of 15.1% (as compared to 16.6% reported in March 2019). The mean and median average pay gap for men and women is therefore reduced from the previous year.

Due to methodological differences and time discrepancies in calculating the gender pay gap, it is difficult to provide a direct like-for-like calculation against which to benchmark our gender pay gap. [Advance HE's staff statistical report \(2020\)](#), on the basis of the 2018-2019 year, reported that in UK higher education, the median gender pay gap was 13.7 percentage points and the mean gender pay gap was 16.7%. According to the November 2020 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures, the median gender pay gap for the UK Economy stood at 15.5%.

The pay gaps identified derive, in part, from a disproportionately small number of women in more senior University roles and the disproportionately large number of women in less senior roles.

The majority of staff in the lower pay quartiles are women (64% in the lower and 58% in the lower middle), while only 39% of staff in the upper quartile are women. The Upper middle quartile has more equal gender distribution, as was the case in 2018 and 2019.

While men still dominate the highest paid quartile (61%), there has been movement in the upper quartile figures since 2019, with women gaining a three-percentage point increase (up from 36% in 2019 to 39% in 2020).

There has been little significant movement in the lower quartiles. Men gained a one percentage point increase in the lower quartile (up from 35% in 2019 to 36% in 2020) and women gained a one percentage point increase in the lower middle quartile (up from 57% in 2019 to 58% in 2020).

There is however, still a significant gender pay gap at the most senior levels, and in the case of Grade 9 professional services, the gender pay gap is very significant. The analysis of the gender pay gap by employment grade indicates a widening of the gender pay gap at grade 9 (10.9%). However, there is an important diversion between academic and professional services: the gender pay gap for grade 9 academics was 8.6, whilst the gender pay gap for grade 9 professional service staff was 23%.

We have developed our understanding of the underlying reasons for the gender pay gap and have introduced measures to reduce it. We are now considering a range of further interventions to more actively and speedily address the gender pay gap in our institution.

Actions to address the gender pay gap

The University continues to strengthen its activities to address gender imbalance and eliminate the gender pay gap. A commitment to ensuring progress in this area is laid out in the [University's Strategy 2018-2023](#), and in its key enabler, the People Strategy.

In March 2019, the University's first Assistant Vice Principal (AVP) for Diversity was appointed. This senior-level role is a visible and high-profile demonstration of the University's determination to place equality, diversity and inclusion (EDI) at the heart of the St Andrews experience.

Equality, diversity and inclusion staff appointments

In March 2020, the University appointed a Research Fellow and Project Manager in Equalities to work with the AVP Diversity to implement EDI initiatives across the University. The University also appointed an EDI Project Officer. In addition, the University has appointed two Equality, Diversity and Inclusion Area Leads (one for Arts and Divinity and one for Science) to further the EDI agenda within their respective faculties. These new roles build on the existing EDI staff complement of our Head of EDI, two Awards Advisers and an EDI Assistant.

Athena SWAN

The University has continued to engage with Athena SWAN: the University's Bronze institutional award was renewed in May 2018; 15 of our Academic Schools have received a Bronze Athena SWAN award and 3 Schools have received Silver. Additionally, the University's School of Physics and Astronomy continues to hold the Juno Champion Status from the Institute of Physics.

Consultation exercise

In 2019, the University undertook a large consultation exercise to collect the views of 1,000 staff and students through focus groups and anonymised surveys. The dataset was analysed to identify key themes and, where possible, 'group specific' trends, including gender. This research underpinned the development of the University's People Strategy and its Action Plan.

Mentoring and development schemes for women

The Elizabeth Garret mentoring programme, which started in January 2018, continues to support women in, or aspiring to, academic leadership roles. To date, the scheme has supported 71 mentees.

In the academic years 2019-2020 and 2020-2021, the University has sponsored a further 38 members of staff to take part in the [Leadership Foundation in Higher Education \(LFHE\) Aurora programme](#). This is an external women-only leadership development programme, designed to take positive action to address the under-representation of women in leadership positions in the higher education (HE) sector.

Support for carers

The University continues to hold the [Carer Positive Employer Award](#) and has progressed from the 'Established' level, to 'Exemplary', the highest level. The University launched a [Staff Parents and Carers Network](#) in March 2019 to support the working lives of staff who have parental and caring responsibilities. This provides a networking forum to share knowledge and experiences and raises awareness of the needs of working parents and carers through events and initiatives. In the context of Covid-19, in March 2020, a virtual network was launched to support staff working remotely.

Recruitment and promotion

Recruitment and promotion procedures have been revised to:

- encourage applications from women and other underrepresented groups
- disallow single-sex shortlists for advertised academic posts without a pause in the process and Principal's Office discussion
- require mandatory unconscious bias and diversity training for recruitment and promotion board members.

Gender Pay Gap Working Group

Since September 2018, a new Gender Pay Gap Working Group has been working to support and enhance the University's ongoing activities in tackling the gender pay gap and related issues. A gender-mixed membership includes:

- Assistant Vice-Principal for Diversity
- Director of Human Resources
- Head of Equality and Diversity
- a representative from Planning
- Trades union representatives from UCU, Unison and Unite
- academic and professional services staff representatives.

In addition to analysing data, the group examines external guidance for good practice, such as the EHRC '[Closing the Gender Pay Gap](#)' publication (December 2018), as part of a review of evidence-based actions for removing the gender pay gap, within higher education as well as more widely.

The group has also commissioned work from the University Planning Office, from HR and the EDI team. This work includes analysing the impact of job titles and advertisements on the gender of applicants and appointees.

The University remains committed to improving our understanding of other pay gaps, and to understand the impact of intersectionality when addressing the gender pay gap. This year, the University will be publishing its ethnicity pay gap for the first time.

The EDI Research Fund continues to support projects to generate further evidence to support good practice; this year, a specific call was made for projects related to the gender pay gap.