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# Ethnicity pay gap report 2020



[www.st-andrews.ac.uk](http://www.st-andrews.ac.uk)

This is the second report on the ethnicity pay gap at the University of St Andrews.

The '**Ethnicity pay gap**' is a measure of the difference between the average hourly pay of staff identifying as Black, Asian and Minority Ethnic (BAME) and staff identifying as White across the whole organisation (the information presented in this report includes both UK and non-UK BAME staff). This report is not a measure of unequal pay, which is the difference in pay between groups doing the same job. Unequal pay is against the law, as set out in the [Equality Act 2010](#).

There is no legal obligation for the University of St Andrews to publish information on the ethnicity pay gap. Publishing this report provides the opportunity for the University to map trends in its own ethnicity pay gaps and monitor interventions (actions taken to address gaps), to determine ways to close the identified gaps.

The information in this report provides the mean and median ethnicity pay gaps for the organisation. Figures have been calculated using the technical guidance set out by the UK Government Equalities Office for measuring the gender pay gap, and is consistent with their analytical approach, and the [Office for National Statistics \(ONS\) guidance](#) on measuring the ethnicity pay gap.

## 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 ethnicity pay gap is the average difference between the mean hourly pay rate of BAME and White staff.

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. 50% of individuals will earn more than this hourly rate and 50% will earn less. The median ethnicity pay gap is the difference between the mid-point hourly pay rate of BAME and White staff.

## Findings

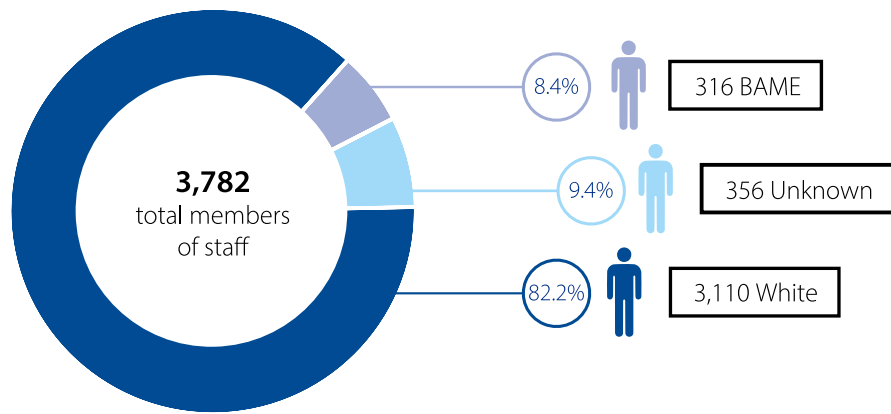
The ethnicity pay gap data presented here was correct as of the 31st March 2020. Calculations in this report include all permanent, fixed term and flexible contract staff.

## Key

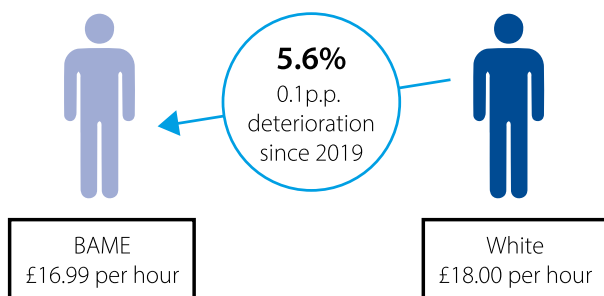
Unless otherwise specified, the key for the BAME, Unknown and White representation will be as follows:

 BAME  Unknown  White

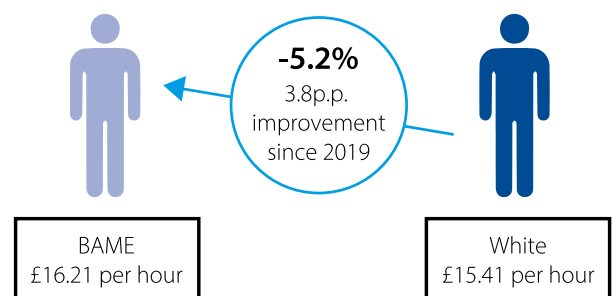
## Total workforce breakdown



## Mean ethnicity pay gap



## Median ethnicity pay gap



p.p. – percentage point

## Mean and median hourly rate by ethnicity



## Bonus payments

The University has no contractual bonus arrangements.

## What the findings tell us

The second publication on the general ethnicity pay gap in the UK (UKEPG) was made in October 2020 by the [ONS, reporting on the year ending 2019](#). This uses the Annual Population Survey to calculate the difference between the median gross hourly earnings of employees. In 2019 the pay gap between BAME and White employees was 2.3%.

Based on Higher Education Statistics Agency (HESA) data, [Advance HE](#) include information on the ethnicity pay gap in their annual statistical report. The median higher education ethnicity pay gap in 2018-2019 was 0.0%, and the mean higher education ethnicity pay gap in 2018-2019 was 2%. In Scotland, in 2018-2019, the median ethnicity pay gap was -12.5% and the mean ethnicity pay gap was -6.8%.

The University has analysed the ethnicity pay gap by contract types and grade to provide a more granular overview of the data. However, as this analysis contains groups with headcounts of less than five, the data is unsuitable for publishing.

The figures identify a mean ethnicity pay gap of 5.6% and a median ethnicity pay gap of -5.2%. The University's mean ethnicity pay gap, has remained relatively stagnant (increased 0.1% since 2019) and is higher than the UK higher education average (by 3.6 percentage points). The median ethnicity pay gap at St Andrews University (-5.2) represents a 3.8 percentage point decrease from -9.0% in 2019.

The University will continue to work to understand and address our mean ethnicity pay gap.

## Actions to address the mean ethnicity pay gap

The University is undertaking a series of actions and activities to address imbalances related to ethnicity, including in relation to equal pay. The University's commitment to equality, diversity and inclusion (EDI) is core to its [Strategy 2018-2023](#), and in its key enabler, the People Strategy. Improved ethnic diversity and inclusion is a particular priority.

### Reporting mechanisms

In November 2020, a new online [Report and Support](#) tool was launched. The online tool allows staff, students and members of the community to anonymously report issues of bullying, discrimination, abuse, assault or harassment of any sort, anonymously or by reporting with contact details so an adviser can provide support. Report and Support is also home to information about internal and external support, including topics such as microaggressions and wellbeing.

The University will publish quarterly summary reports and will ensure that race, ethnicity, religion and belief is an area of reflection in these reports, along with other protected characteristics. These reports will be made public for staff and student consideration, feedback and ideas for solutions to address emergent issues.

### Race, Ethnicity, Religion and Belief Group (RERBG)

The University has established a Race, Ethnicity, Religion and Belief Group (December 2019). This group will examine the ethnicity pay gap data in detail to establish the underlying causes of the mean ethnicity pay gap and consider what actions can be taken to address these causes. This group will be pivotal in addressing identifiable gaps related to ethnicity (e.g. recruitment, promotion, retention) and is currently beginning the process of active self-assessment of the University in relation to race, racism and structural barriers, in preparation for a submission for [Advance HE's Race Equality Charter](#). The group is co-chaired by the AVP (Diversity) and the University's Head of EDI.

### Equality, diversity and inclusion staff appointment

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 at the heart of the St Andrews experience.

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 EDI 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 Equality and Diversity Awards Advisers and an EDI Assistant.

### Recruitment and promotion

Recruitment and promotion procedures have been revised to encourage applications from underrepresented groups. St Andrews is currently undertaking work to strengthen guidance for the creation of appointment panels. The University requires mandatory unconscious bias and diversity training for recruitment and promotion board members. Other measures include increasing interview consistency (with regards to panel size, questions asked, and information provided to the candidate) and minimising travel requirements, where appropriate, by using accessible technological solutions.

The University remains committed to attracting more BAME staff applicants: St Andrews advertised vacancies in various media publications including the Windrush Magazine (June 2018 and June 2019), the Black History Month Magazine (October 2019) and the BAME Education and Careers Guide Magazine (November 2019).

In response to the [Scottish Government's toolkit](#), the Race, Ethnicity, Religion & Belief Group identified a perceived obstacle in BAME staff member participation in appointment panels. Panel membership is typically invitation-based and can be based on networks and prior relationships and mis-perceptions about who is trained and ready to undertake this role. In response, all staff will be invited to express interest in joining appointment panels twice a year, be informed of the suite of associated training courses and encouraged to maintain training levels. Panel membership, where appropriate, will then be selected from the available list.

### Leadership programme

Since 2016-2017, the University has supported three members of staff to take part in the Advance HE Diversifying Leadership (BAME) programme. This is an external programme aimed at BAME early career academics and professional services staff below senior lecturer level or equivalent (typically for University staff grades 6 to 8) who would like to develop and explore issues relating to taking their first step into a leadership role.

### Race at Work Charter

In May 2019, the University became the first University to become a signatory of [The Prince's Responsible Business Network's Race at Work Charter](#).

### BAME network

In June 2018, the University launched its first Staff BAME Network. The purpose of the informal network, which is supported and fully funded by the University, is to provide:

- a confidential forum to share knowledge and good practice through networking
- effective solutions in policy and planning development
- events and initiatives to increase the positive profile of visible-BAME staff.

### **Scottish Race Equality Network**

At present, the University's Head of Equality, Diversity and Inclusion (EDI) chairs the Scottish Race Equality Network (SREN), which is a forum for sharing institutional best practice.

### **Workload modelling and allocation**

St Andrews have updated guidance for academic workload modelling and allocation, to include the following statement: Administration and service duties that fall disproportionately on under-represented, disadvantaged or minority groups should be recognised in the model (e.g., female (or male) staff members being asked to sit on multiple panel/committees to ensure gender balance).

Participation in mentoring/leadership schemes that are specifically designed for staff from under-represented, disadvantaged or minority groups should be included in the model (e.g., Elizabeth Garrett Mentoring Programme, Aurora, BAME Staff Mentoring Scheme, Diversifying Leadership Programme), but standard mentoring schemes and informal mentoring should not be included.

### **Consultation exercises**

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 BAME respondents. This research underpinned the development of the University's People Strategy and its Action Plan.

Some actions which may impact the mean ethnicity pay gap are (this list is not exhaustive):

- Extending the University web page offering to provide prospective employees with a greater understanding of what to expect from the University, e.g. number of countries represented in the workforce.
- Through job design, advertising, strategic timing of recruitment and utilising word of mouth/networks, the University will ensure that how we target recruitment is optimal to attract the broadest range of talent.
- Improve our understanding of what people's experiences of applying and being recruited to St Andrews feels like (including from diverse perspectives).