



Gender Pay Gap Report 2023



Data from snapshot date of 31 March 2023
Published March 2024

From the Vice-Chancellor



At Bangor University, we are committed to equality, diversity and inclusivity. As outlined in Strategy 2030, we will continue to work towards advancing equality of opportunity and supporting staff to thrive in an inclusive, diverse, bilingual workplace. This Gender Pay Gap Report 2023 provides insight into our progress toward meeting this commitment.

Again this year, we have seen a reduction in our Institutional-level Gender Pay Gaps; our median gender pay gap has reduced from 5.8% last year to 5.6% in the current reporting period, and our mean gender pay gap has reduced from 13.2% last year to 10.9% in the current reporting period.

Since we first began reporting our gender pay gap six years ago, the University's median gender pay gap has decreased by 5.5% and our mean gender pay gap has decreased by 4.5%

While we recognise these positive changes, we are focused on further reducing pay disparities. The primary factor that contributes to our gender pay gap continues to be the underrepresentation of women in our most senior grades. More must be done to understand how we can support female colleagues to join, retain, develop and progress their careers within Bangor University.

We must also do more to understand how we can support people of all backgrounds and cultures to progress and thrive at Bangor University. We continue to report our Institutional-level Ethnicity and Disability Pay Gaps and have some long-term initiatives in the form of the Race Equality Charter and Disability Confident Employer accreditation that will help us shape our organisation to become a truly inclusive and representative place to work.

Receiving an Athena Swan Institution-level Silver Award signifies that our institution is making significant strides forward. As one of only two universities in Wales to attain Silver status, and with fewer than 40 universities across the UK reaching this level, it underscores the progress that has been made.

The Action Plan at the end of this Report and the significant work around Athena Swan will support us in meeting the objective outlined in our strategy.

Professor Edmund Burke
Vice-Chancellor

1. INTRODUCTION

- I. Following on from discussions of the Equal Pay Working Group and as agreed with the Trades Unions as part of that group, the University is voluntarily publishing its Gender Pay Gap.
- II. The Gender Pay reporting requirements have now been in force since 6 April 2017 and cover individuals employed under a contract of employment (including apprenticeships) on a snapshot date. The snapshot is based on pay in the 'pay period' within which the 'relevant date' falls. The relevant date is 5 April annually, however for public bodies the date is 31 March. As the University pays its employees on a monthly basis, this would therefore be the March pay. Government guidance requires that employees paid a reduced rate on the snapshot date e.g. reduced maternity leave, sick leave, are excluded from the calculations.
- III. Details of the University's Gender Pay Gap will be published on our own website and on the [Government's Equalities Office web site](#) by 30 March annually.
- IV. In addition to this Gender Pay Gap Report, the University conducts an Equal Pay audit on a tri-ennial basis. It is important to understand that a Gender Pay Gap is not the same as Equal Pay
 - **Equal Pay** looks at the pay differences between male and female employees who undertake the same job, similar jobs, or work of equal value.
 - **Gender Pay** looks at the difference between the average earnings of male and female employees across the entire University. It therefore shows the distribution of male and female employees across the entire University salary range.
- V. The University is voluntarily publishing details of its Ethnicity Pay Gap and Disability Pay Gap. To protect anonymity, data is currently presented at Institutional level only and not by quartile pay bands.

2. COVERAGE

- I. Gender Pay Gap reporting requirements do not apply to public authorities within Wales, however, as the University is committed to equality of opportunity and transparency, we have decided to publish details of our Gender Pay Gap in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which are mandatory in England.
- II. The data covers all individuals employed by the University as of 31 March 2023. Any employees not receiving their full basic pay for reasons such as maternity leave, parental leave, sick leave, special leave, career break are excluded. Where individuals held more than one job they have been counted separately for each job.
- III. Data is analysed on the basis of hourly pay. For the purpose of Gender Pay Gap analysis hourly pay is basic hourly pay plus qualifying additional pay e.g. guaranteed allowances, first aid payments etc.
- IV. In addition to top level institution analysis, the data has also been analysed by the following Employee Categories – Academic & Research, Managerial & Professional, Technical, Administrative & Clerical, and Manual.
- V. Gender pay gap data has been analysed as the percentage difference using the male salary as the base. A **positive** percentage figure indicates female employees have lower pay than male employees. A **negative** percentage figure indicates male employees have lower pay than female employees.
- VI. Since 2020 the University has included the analysis and publication of its Institutional-level Ethnicity pay gap. Data has been analysed as the percentage difference using the White salary as the base. A **positive** percentage figure indicates BAME employees have lower pay than White employees. A **negative** percentage figure indicates White employees have lower pay than BAME employees.
- VII. Since 2021 the University has also included the analysis and publication of its Institutional-level Disability Pay Gap. Data has been analysed as the percentage difference using the non-disabled salary as the base. A **positive** percentage figure indicates disabled staff are in receipt of lower pay, in comparison to non-disabled staff.

3. FINDINGS

Data has been analysed as follows:

% difference in median pay between male and female employees

% difference in mean and median bonus payment, plus proportion of male/females who received bonus

% difference in mean pay between male and female employees

Number of male and female employees according to quartile pay bands

Male and female employees according to Grades

% difference in mean pay between BAME and white employees

% difference in median pay between BAME and white employees

% difference in mean pay between employees identifying as disabled and employees not identifying as disabled

% difference in median pay between employees identifying as disabled and employees not identifying as disabled

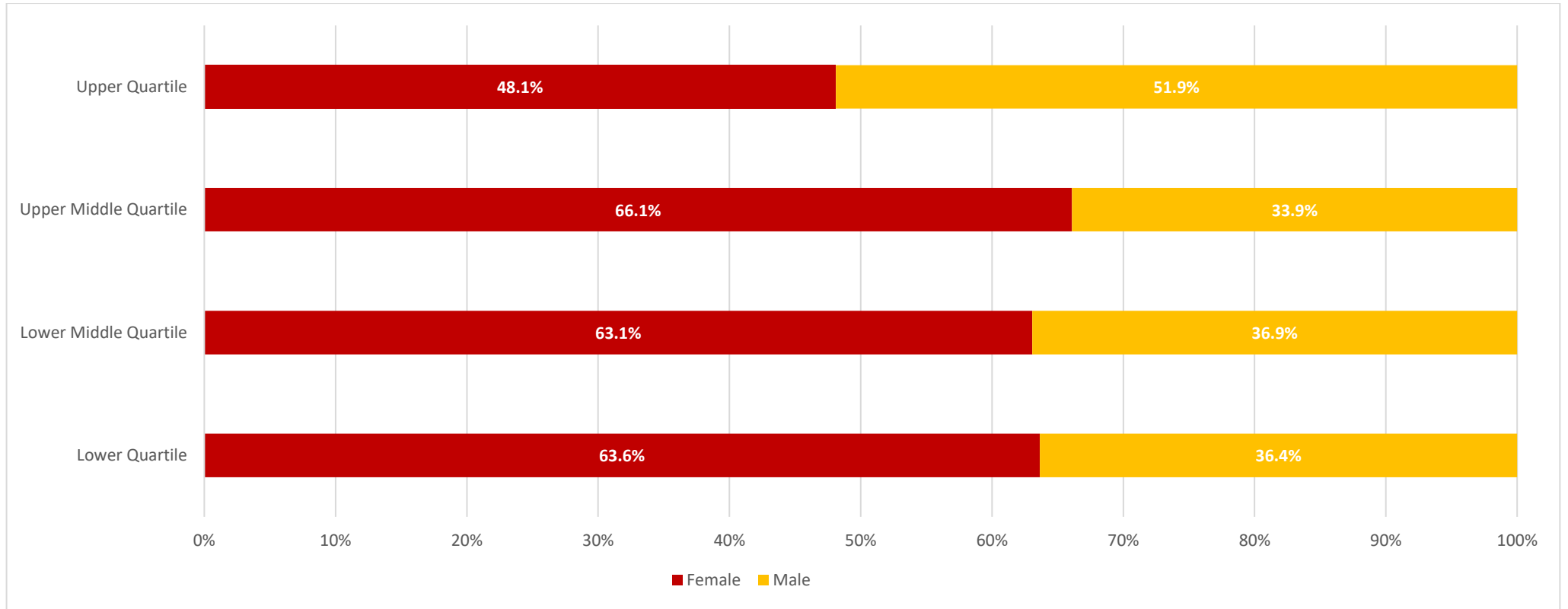
TABLE 1.1 INSTITUTION OVERVIEW



Table 1.1. provides an institutional overview covering each of the areas indicated in **3. Findings** above (with the exception of grade analysis that follows in table 1.7)

Mean Gender Pay Gap	Female Mean =	£19.55	Male Mean =	£21.94	Variance =	10.9%
Median Gender Pay Gap	Female Median =	£19.15	Male Median	£20.29	Variance =	5.6 %
Mean Bonus Gender Pay Gap	Female Mean =	£0.00	Male Mean =	£0.00	Variance =	0.0 %
Median Bonus Gender Pay Gap	Female Median =	£0.00	Male Median =	£0.00	Variance =	0.0%
Proportion of males receiving bonus payment			Male =	0%		
Proportion of females receiving bonus payment	Female =	0%				
Mean Ethnicity Pay Gap	BAME =	£20.99	White =	£20.45	Variance =	-2.6%
Median Ethnicity Pay Gap	BAME =	£19.15	White =	£20.00	Variance =	4.3%
Mean Disability Pay Gap	Identified as Disabled =	£18.10	Not Identified Disabled =	£20.92	Variance =	13.5%
Median Disability Pay Gap	Identified as Disabled =	£17.07	Not Identified Disabled =	£20.29	Variance =	15.9%
<u>Proportion of Males and Females in each quartile pay band</u>						
Of the 528 employees in the lower quartile, 192 are male and 336 are female. This means 36.4% are male and 63.6% are female.						
Of the 528 employees in the lower middle quartile, 195 are male and 333 are female. This means 36.9% are male and 63.1% are female.						
Of the 528 employees in the upper middle quartile, 179 are male and 349 are female. This means 33.9% are male and 66.1% are female.						
Of the 528 employees in the upper quartile, 274 are male and 254 are female. This means 51.9% are male and 48.1% are female.						

PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND





- I. It is evident from Table 1.1. that there continues to be a Gender Pay Gap at Institutional level with male employees' median pay being 5.6% higher than female employees' pay, and male mean pay 10.9% higher than the mean pay of female employees.

Bangor University's median gender pay gap at 5.6% is significantly lower than the UK national median gender pay gap for which the [ONS data published on 1 November 2023](#) indicates a median pay gap of 14.3% across all employees.

[Advance HE Staff Statistical Report 2023](#) reported a median gender pay gap of 8.5% across all Higher Education Institutions in the 2021 - 2022 academic year, and the mean gender pay gap was 14.2%

Bangor University has continued to perform favourably in comparison to the ONS (whole economy) and Advance HE (HEI employees) gender pay gap statistics for the 6th year in succession.

Whilst the number of female employees continues to outnumber male employees at Bangor University (60.2% of the workforce being female, 39.8% male), the overall Gender Pay Gap for the University (10.9% Mean) appears to reflect the proportion of male staff in senior roles at the University, in comparison to their female colleagues.

- II. In line with UCEA guidance, Clinical Excellence Awards are classified as bonus pay. Clinical Excellence Awards are awarded by the NHS and are therefore out of the control of the University.
- III. To understand the data, further analysis was also undertaken by job families as can be seen in Tables 1.2, 1.3, 1.4, 1.5 and 1.6.
- IV. Data in Table 1.1. indicates a positive Ethnicity Pay Gap in favour of BAME employees with Mean pay being 2.6% higher than white employees. The Median ethnicity pay gap variance of 4.3% is in favour of white staff.

BAME staff currently represent 8.3% of the University's workforce with the majority - 77.6% - employed in posts in grades 6 to 9, in comparison to 67.3% of their White peers. 17.2% of BAME staff occupy positions that range between Grade 1 and 5, in comparison to 26.6% of White staff.

- V. The Disability Pay Gap, as shown in Table 1.1. indicates a Mean variance of 13.5% and Median of 15.9% in favour of staff who do not identify as disabled. This year's disability pay gap has increased slightly from last year's figures of 11.1% mean, 15% median. In 2021, the first year of reporting it was Mean 12.9%, Median 16.8%.

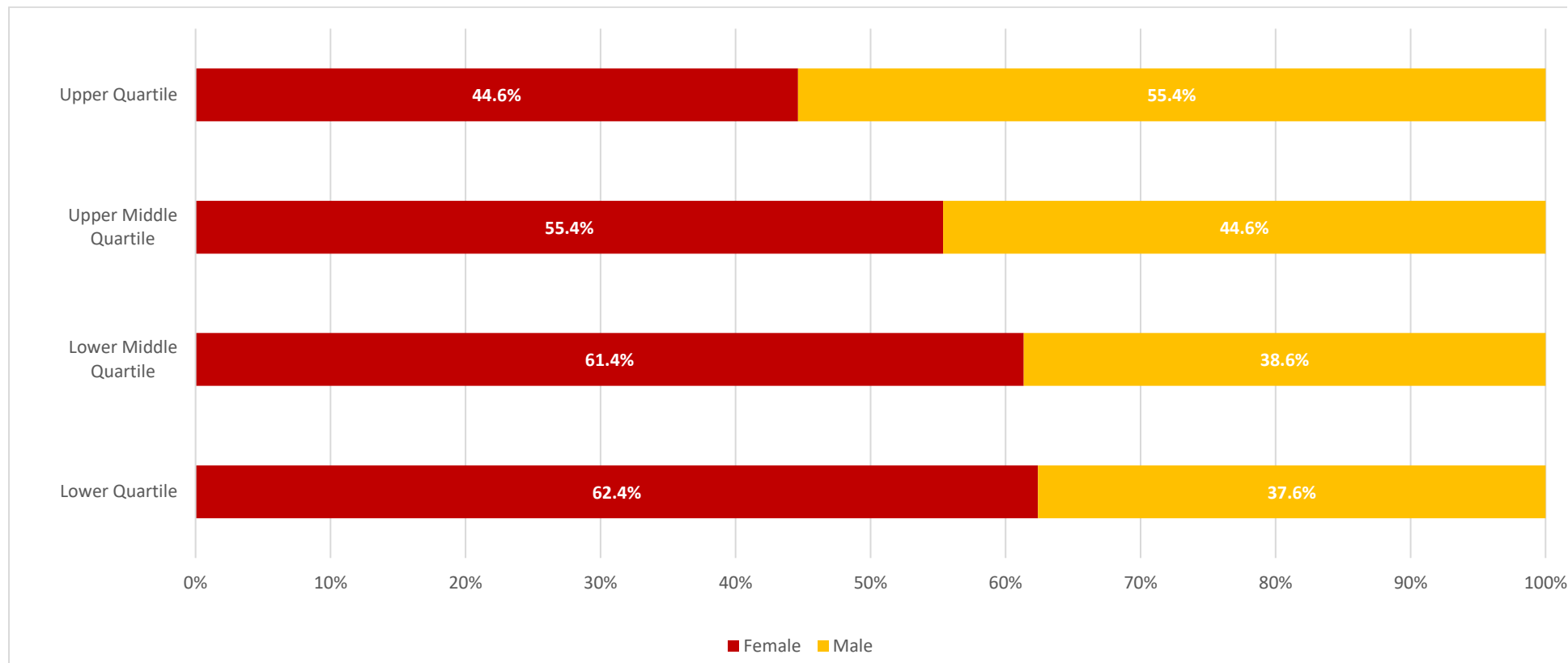
Staff who identify as disabled represent 11.2% of the University's workforce. Of these staff 56.6% are employed at Grade 6 or below, an increase on the previous year's figure of 52.34%

TABLE 1.2 ACADEMIC & RESEARCH STAFF OVERVIEW



Mean Gender Pay Gap	Female Mean =	£23.45	Male Mean =	£26.02	Variance =	9.9%
Median Gender Pay Gap	Female Median =	£21.50	Male Median =	£24.54	Variance =	11.7%
Mean Bonus Gender Pay Gap	Female Mean =	£0.00	Male Mean =	£0.00	Variance =	0.0%
Median Bonus Gender Pay Gap	Female Median =	£0.00	Male Median =	£0.00	Variance =	0.0%
Proportion of males receiving bonus payment			Male =	0%		
Proportion of females receiving bonus payment	Female =	0%				
<u>Proportion of Males and Females in each quartile pay band</u>						
Of the 250 employees in the lower quartile, 94 are male and 156 are female. This means 37.6% are male and 62.4% are female.						
Of the 251 employees in the lower middle quartile, 97 are male and 154 are female. This means 38.6% are male and 61.4% are female.						
Of the 251 employees in the upper middle quartile, 112 are male and 139 are female. This means 44.6% are male and 55.4% are female.						
Of the 251 employees in the upper quartile, 139 are male and 112 are female. This means 55.4% are male and 44.6% are female.						

PROPORTION OF MALE AND FEMALE ACADEMIC & RESEARCH EMPLOYEES IN EACH QUARTILE PAY BAND



There continues to be a variance in both the Mean and Median Gender Pay Gaps for this category of staff. This year's Mean Pay Gap of 9.9% is lower than last year's figure (11.3%) and the Median gap has reduced to 11.7% (from 13.6% the previous year).

Further analysis of the data demonstrates female staff occupy 44.6% of positions in the Upper Quartile roles, in comparison to 40.5% in 2022, 38% in 2021, 37.7% in 2020. The data reflects a gradual, positive progression in the number of females occupying the Upper Quartile role that will, if it continues, address the gender pay gap amongst the academic and research category of staff.

Overall, the Academic and Research category comprises 55.9% females and 44.1% males, with the weakest balance of gender (62.4% in favour of females) evidenced in the Lower Quartile.

For this Academic and Research category of staff, while a gender pay gap continues to exist in favour of males, it is gradually reducing.



TABLE 1.3 MANAGERIAL & PROFESSIONAL STAFF OVERVIEW

Mean Gender Pay Gap	Female Mean =	£21.99	Male Mean =	£27.49	Variance =	22%
Median Gender Pay Gap	Female Median =	£20.29	Male Median =	£24.02	Variance =	15.5%
Mean Bonus Gender Pay Gap	Female Mean =	£0.00	Male Mean =	£0.00	Variance =	0.0%
Median Bonus Gender Pay Gap	Female Median =	£0.00	Male Median =	£0.00	Variance =	0.0%
Proportion of males receiving bonus payment			Male =	0%		
Proportion of females receiving bonus payment	Female =	0%				

Proportion of Males and Females in each quartile pay band

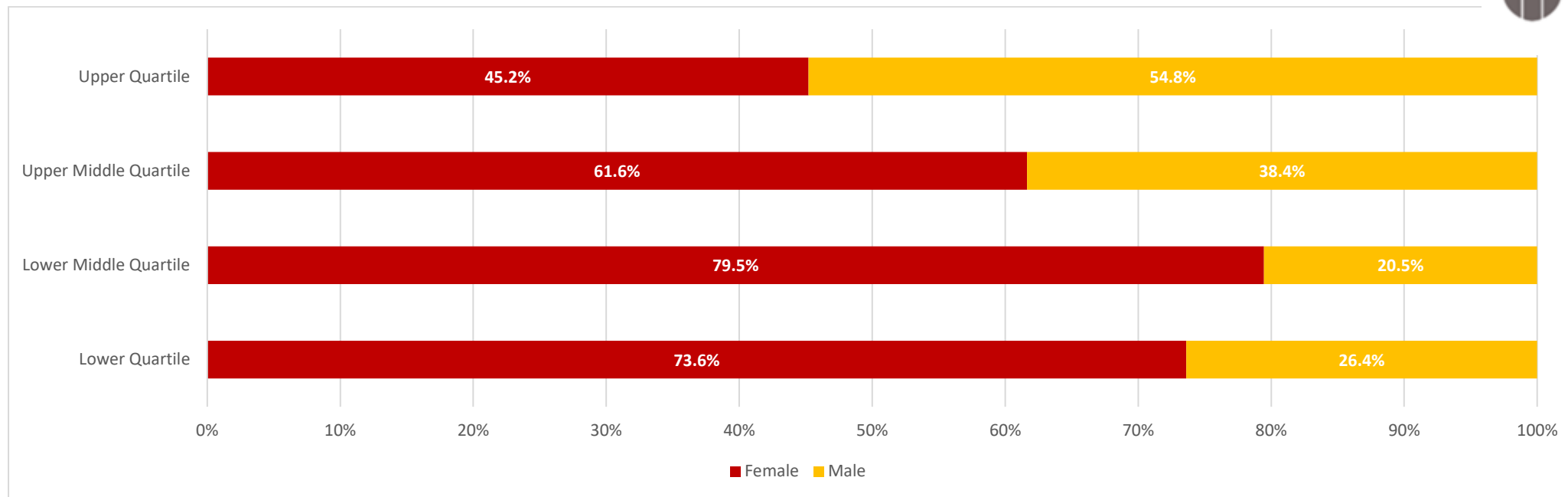
Of the 72 employees in the lower quartile, 19 are male and 53 are female. This means 26.4% are male and 73.6% are female.

Of the 73 employees in the lower middle quartile, 15 are male and 58 are female. This means 20.5% are male and 79.5% are female.

Of the 73 employees in the upper middle quartile, 28 are male and 45 are female. This means 38.4% are male and 61.6% are female.

Of the 73 employees in the upper quartile, 40 are male and 33 are female. This means 54.8% are male and 45.2% are female.

PROPORTION OF MALE AND FEMALE MANAGERIAL & PROFESSIONAL EMPLOYEES IN EACH QUARTILE PAY BAND



Analysis of the managerial and professional category as a whole identifies that 65% of the staff are female, and they are, in the majority, in the Lower and Lower Middle Quartiles, with an increase in the Upper Middle quartile this year. The number of females and males in the Upper Quartile has remained almost the same (45.1% female/54.9% male in the previous year).

The high proportion of female staff in the lower quartiles has led to an increase in the Mean gender pay gap from 15% in 2021, to 17% in 2022, to 22% in this reporting period.

The Median value has also increased from 13.7% last year to 15.5% in this reporting period.

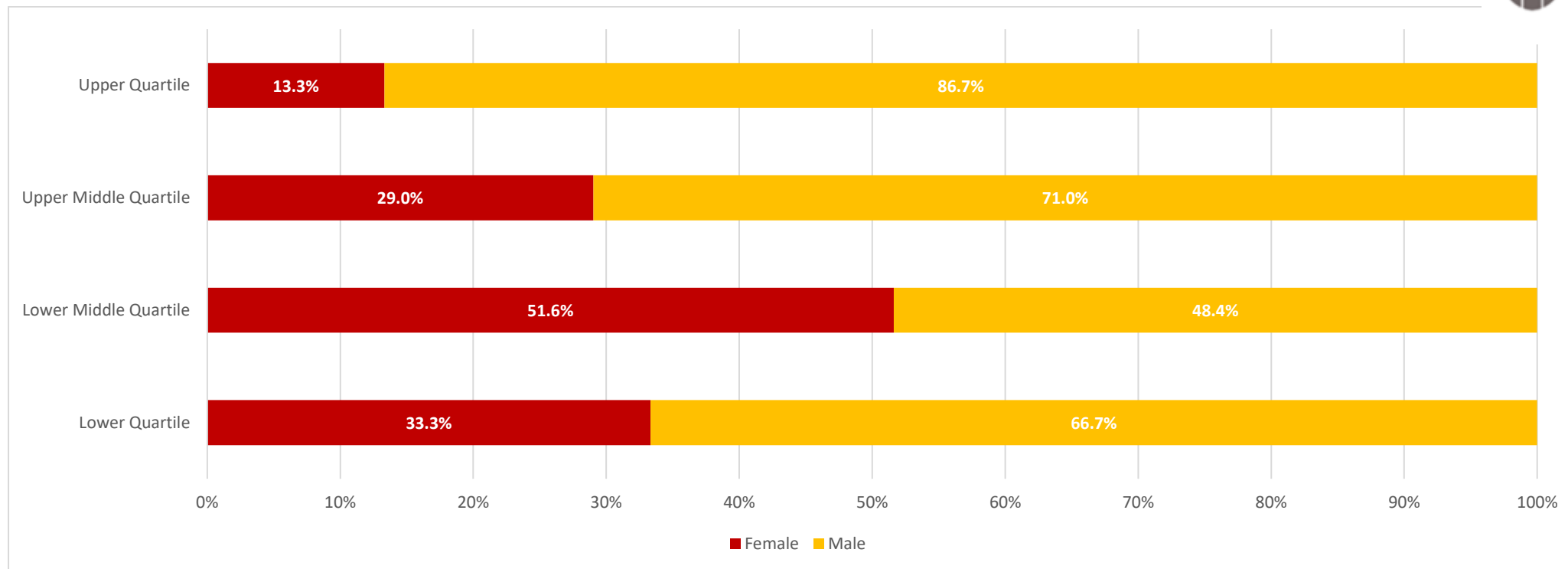
The increase in the gender pay gap in this job category is likely due to the ongoing increase in the number of males in the Senior Staff roles, these are Director roles in Professional Services, with an increase to 69.6% this year compared with 68.4% in 2022 and 58.8% in 2021.



TABLE 1.4 TECHNICAL STAFF OVERVIEW

Mean Gender Pay Gap	Female Mean =	£13.61	Male Mean =	£14.97	Variance =	9.1%
Median Gender Pay Gap	Female Median =	£13.21	Male Median =	£14.70	Variance =	10.1%
Mean Bonus Gender Pay Gap	Female Mean =	£0.00	Male Mean =	£0.00	Variance =	0.0%
Median Bonus Gender Pay Gap	Female Median =	£0.00	Male Median =	£0.00	Variance =	0.0%
Proportion of males receiving bonus payment			Male =	0%		
Proportion of females receiving bonus payment	Female =	0%				
<u>Proportion of Males and Females in each quartile pay band</u>						
Of the 30 employees in the lower quartile, 20 are male and 10 are female. This means 66.7% are male and 33.3% are female.						
Of the 31 employees in the lower middle quartile, 15 are male and 16 are female. This means 48.4% are male and 51.6% are female.						
Of the 31 employees in the upper middle quartile, 22 are male and 9 are female. This means 71.0% are male and 29.0% are female.						
Of the 30 employees in the upper quartile, 26 are male and 4 are female. This means 86.7% are male and 13.3% are female.						

PROPORTION OF MALE AND FEMALE TECHNICAL EMPLOYEES IN EACH QUARTILE PAY BAND



The number of female staff in Technical roles has increased again this year to 32%. This compares with 27.5% in 2022, 24.2% in 2021, and 26.5% in 2020.

Female representation in the Upper Quartile has decreased slightly from 15.4% in the previous year, however, the proportion of females in the Upper Middle Quartile and Lower Middle Quartile has increased significantly from 12% and 38.5% respectively while the proportion of females in the Lower Quartile has decreased from 44%.

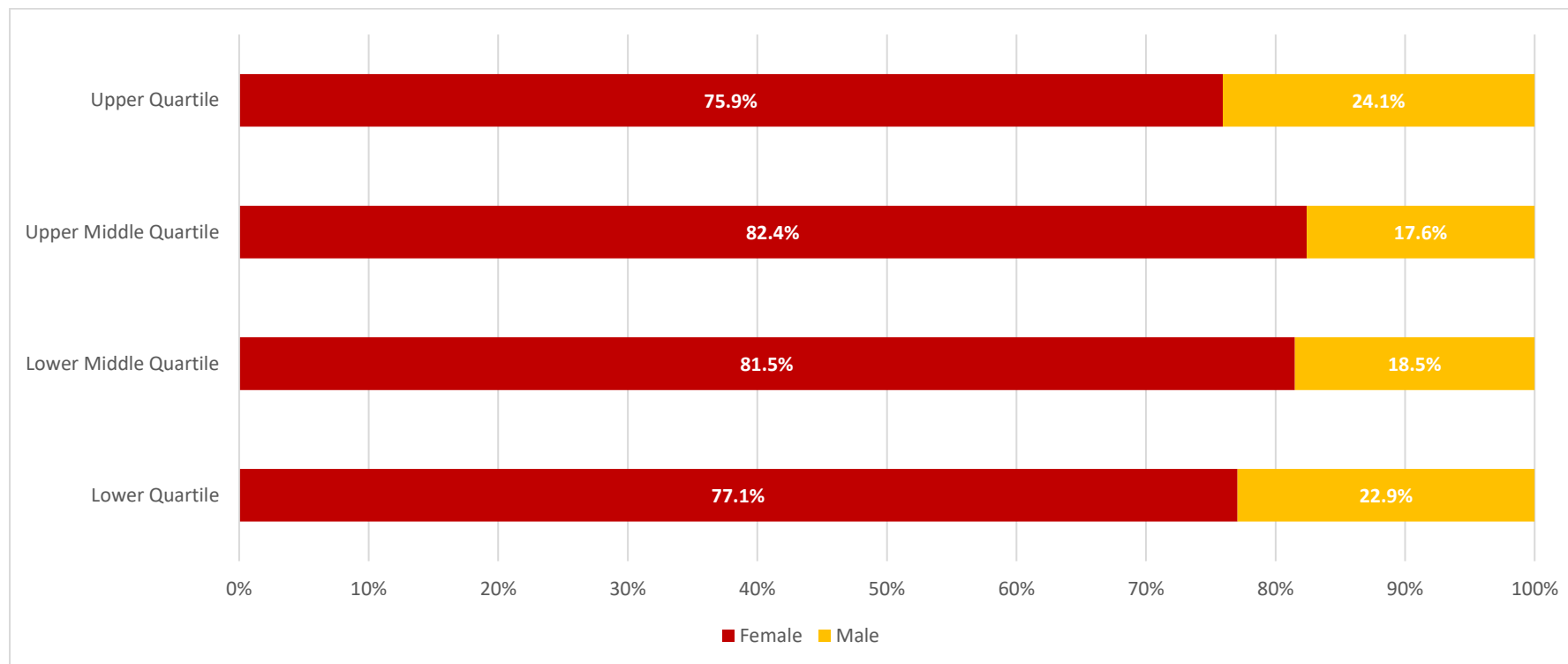
The Mean gender pay variance has decreased from 11.3% to 9.1% in favour of male role holders. The Median gender pay variance has decreased modestly to 10.1% from 10.8% last year.



TABLE 1.5 ADMINISTRATIVE & CLERICAL STAFF OVERVIEW

Mean Gender Pay Gap	Female Mean =	£15.80	Male Mean =	£15.85	Variance =	0.0%
Median Gender Pay Gap	Female Median =	£14.70	Male Median =	£14.70	Variance =	0.0%
Mean Bonus Gender Pay Gap	Female Mean =	£0.00	Male Mean =	£0.00	Variance =	0.0%
Median Bonus Gender Pay Gap	Female Median =	£0.00	Male Median =	£0.00	Variance =	0.0%
Proportion of males receiving bonus payment			Male =	0%		
Proportion of females receiving bonus payment	Female =	0%				
<u>Proportion of Males and Females in each quartile pay band</u>						
Of the 109 employees in the lower quartile, 25 are male and 84 are female. This means 22.9% are male and 77.1% are female.						
Of the 108 employees in the lower middle quartile, 20 are male and 88 are female. This means 18.5% are male and 81.5% are female.						
Of the 108 employees in the upper middle quartile, 19 are male and 89 are female. This means 17.6% are male and 82.4% are female.						
Of the 108 employees in the upper quartile, 26 are male and 82 are female. This means 24.1% are male and 75.9% are female.						

PROPORTION OF MALE AND FEMALE ADMINISTRATIVE & CLERICAL EMPLOYEES IN EACH QUARTILE PAY BAND



Female role holders continue to dominate all quartiles within the Administrative & Clerical category, currently representing 72.9% of the staff in this job category (82% of this category the previous year).

The Upper Quartile has seen an increase in males from 17.9% last year to 24.1% this year, accordingly the proportion of females has decreased from 82.1% to 75.9% in this Quartile.

Both Mean and Median gender pay variances are 0% for the Administrative & Clerical category of staff.

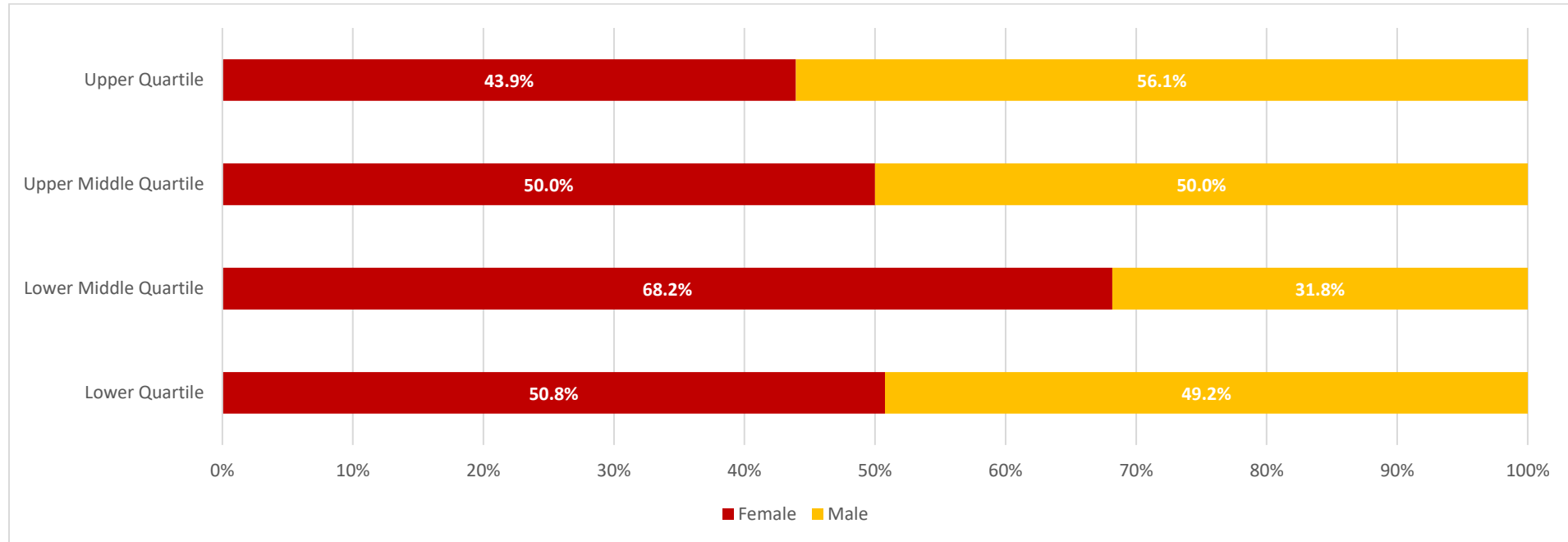


TABLE 1.6: MANUAL STAFF OVERVIEW

Mean Gender Pay Gap	Female Mean =	£11.46	Male Mean =	£11.85	Variance =	3.3%
Median Gender Pay Gap	Female Median =	£10.76	Male Median =	£10.93	Variance =	1.6%
Mean Bonus Gender Pay Gap	Female Mean =	£0.00	Male Mean =	£0.00	Variance =	0.0%
Median Bonus Gender Pay Gap	Female Median =	£0.00	Male Median =	£0.00	Variance =	0.0%
Proportion of males receiving bonus payment			Male =	0%		
Proportion of females receiving bonus payment	Female =	0%				
<u>Proportion of Males and Females in each quartile pay band</u>						
Of the 65 employees in the lower quartile, 32 are male and 33 are female. This means 49.2% are male and 50.8% are female.						
Of the 66 employees in the lower middle quartile, 21 are male and 45 are female. This means 31.8% are male and 68.2% are female.						
Of the 66 employees in the upper middle quartile, 33 are male and 33 are female. This means 50.0% are male and 50.0% are female.						
Of the 66 employees in the upper quartile, 37 are male and 29 are female. This means 56.1% are male and 43.9% are female.						



PROPORTION OF MALE AND FEMALE MANUAL EMPLOYEES IN EACH QUARTILE PAY BAND



There continues to be a relatively even distribution of Male and Female employees undertaking manual roles (46.8% Male / 53.2% Female) with the proportion of females appearing to stabilise (52.9% female in 2021, 54.4% female in 2022, 53.2% female in 2023).

The Mean gender pay variance has improved for the fourth year in succession and now stands at 3.3% (5.1% in 2022, 5.4% in 2021, and 6% in 2020).

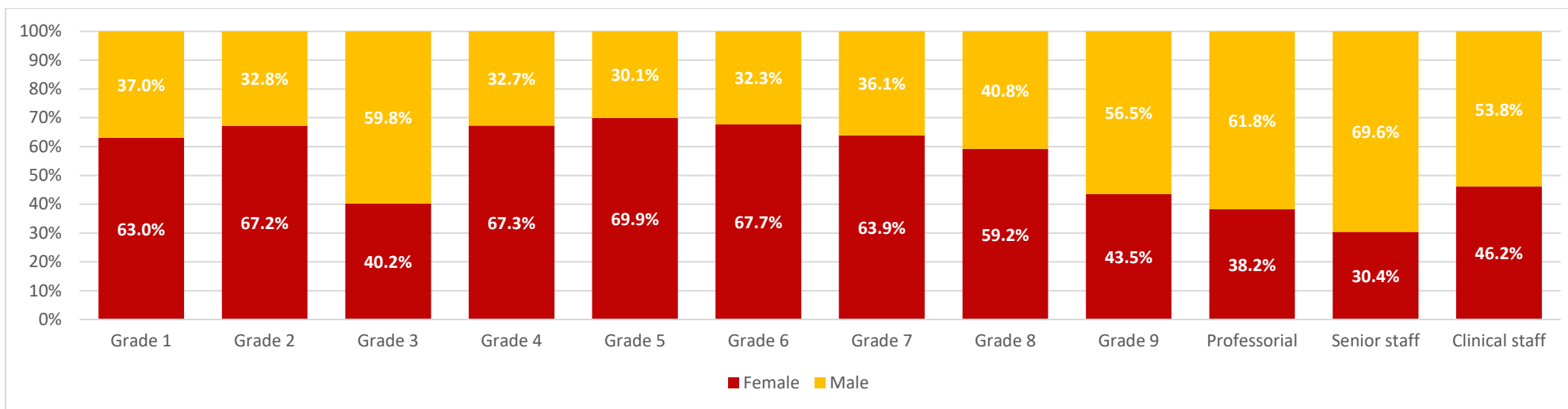
The Median gender pay variance stands at 1.6% having increased to 2.7% in 2022 from 1.8% in 2021 8.7% in 2020.

Bangor University implemented the 2022 Living Wage uplift in December 2022. This positively impacted staff in the lower quartile which has slightly more females than males and will have influenced the reduction in the gender pay gap for the staff in this Manual category.

TABLE 1.7 ALL EMPLOYEES



PROPORTION OF MALES AND FEMALES IN EACH GRADE



Analysis by Grade reveals that the Gender Pay Gap at Bangor University is primarily due to the under-representation of female employees in the more senior roles within the University. The data does however indicate another modest increase in female representation in the Professorial category at 38.2% compared to 36.2% in 2022 and 34.7% in 2021.

The surge in occupancy of Females in Grade 1 positions that had increased by 11.7% from 72.5% in 2021 to 84.2% in 2022, reflecting the resurgence of catering appointments post-pandemic, has now decreased again to 63%

The numbers of females compared with males at Grade 8 continues to increase year on year; 59.2% this year compared with 56.3% in 2022 and 54.3% in 2021.

However, there is an ongoing increase in the numbers of males in the Senior Staff roles, these are Director roles in Professional Services, with an increase to 69.6% this year compared with 68.4% in 2022 and 58.8% in 2021.



4. SUMMARY

- I. It is important to highlight that a Gender Pay Gap is different to that of an Equal Pay Gap. Under Equal Pay, comparisons are made between male and female employees being employed to carry out the same role, similar roles, or work of equal value. This level of analysis is covered by the Equal Pay Audit.
 - II. A Gender Pay Gap differs in that it demonstrates the differences in the average pay between male and female employees, regardless of their role/equal value. It identifies whether lower paid jobs are more likely to be filled by female employees than male employees. A high Gender Pay Gap does not mean that male and female employees are not being paid equally for doing like work or work of similar value.
 - III. Whilst Bangor University's median Gender Pay Gap (5.6%) is smaller than the UK national median Gender Pay Gap (14.3%), a gap still exists.
 - IV. This year's median Gender Pay Gap at 5.6%, is marginally lower than last year's median Gender Pay Gap of 5.8% and demonstrates the need for a continued commitment to address vertical segregation in the University, through the identification of influencing factors, and the continued development/review of the University's action plan to address the Gender Pay Gap.
 - V. In the Administrative and Clerical 'job family' both the Mean and Median gender pay variances are 0%.
 - VI. The 'job family' where we see the highest Gender Pay Gap at Bangor University is in that of Managerial & Professional staff with a mean gender pay gap of 22% and median gender pay gap of 15.5%, both in favour of males.
 - VII. The University may wish to take 'positive action', permitted under the Equality Act, to help address areas of concern, if it believes employees/job applicants are:
 - At a disadvantage because of their sex, and/or
 - Are under-represented in the organisation, or whose participation in the organisation is disproportionately low, because of their sex and/or
 - Have specific needs connected to their sex.
- If 'positive action' is taken, the University must show specific evidence that any positive action is both reasonably considered, appropriate and will not discriminate against others.
- VIII. At present (and to protect anonymity), the Ethnicity Pay Gap data has been presented at Institutional level only. The data indicates a Mean variance of -2.6% (a minus is in favour of BAME employees) and a Median variance of 4.3% which is a positive number in favour of white employees.
 - IX. Disability Pay Gap data has also been presented at Institutional level only. Data indicates a Mean variance of 13.5% and a Median of 15.9%, both in favour of employees who have not identified as disabled.
 - X. Of the equality characteristics measured at an institutional level (gender, disability and ethnicity), the Disability Pay Gap is the highest at mean 13.5%, median 15.9% both in favour of non-disabled employees.
 - XI. It is worth noting that Bangor University does not outsource its manual roles and continues to facilitate these positions in house (e.g. domestic cleaning staff, security, catering). All these roles are included within this Gender Pay Gap Report.



ACTION PLAN TO REDUCE THE GENDER PAY GAP

The **Gender Pay Gap** is a long-standing societal concern, which is influenced by a number of factors which relate to social pressures and norms, employer/institutional mandates/expectations, and family pressures. Due to the breadth of the subject, the University accepts it will only be able to influence some factors.

The University is a member of the **Athena SWAN** Gender Equality Charter and has recently (January 2024) achieved a **Silver institution-level award** in recognition of its support of, and continued work towards, gender equality. A commitment to addressing gendered occupational segregation and tackling the gender pay gap are key elements of the charter and as such a key priority in the Institutional Athena Swan Silver Action Plan.

During 2022 the University joined the **Race Equality Charter** and has made a commitment to apply for an Institutional level Bronze award during 2024. While work is at an early stage, it is likely that addressing any inequalities in pay from an ethnicity perspective will be a key priority in our Race Equality Charter Action Plan.

As supported by our data, it is evident that the primary influencing factor on the University's Gender Pay Gap, is the **under-representation of female employees** in the higher paid roles at the University. Addressing this issue will take a number of years, however it is important that we reflect on the current initiatives in place to ensure they remain fit for purpose and continue to consider new initiatives which will help to address the Gender Pay Gap. The University is committed to reducing its Gender Pay Gap, as is evident by the range of initiatives currently in place or being implemented:

Career progression and development opportunities to address the gender pay gap

- Equality, Diversity, and Inclusion underpin all our promotion and progression procedures. We continue to review our promotion policies and procedures and other pay decisions ensuring equality is reinforced at every opportunity. The **promotions pathway** provides a platform to measure performance and respond accordingly to applications from a diverse range of fields, across the University.
- For 2024/25, the **Workload Allocation Model (WAM)** will be available to all schools. As part of its reporting functions, the model will provide data to compare employee workload allocations against certain protected characteristics, i.e. gender and ethnicity. Individual circumstances including maternity leave will also be considered, with guidance of increased time for research and scholarship in the first semester upon return, to support the principle of ensuring all employees are treated fairly and are given equal opportunities to develop to their full potential.
- Bangor University is committed to implementing the **Athena Swan Gender Equality Charter** and addressing the underrepresentation of women in Senior Leadership positions. We will continue to highlight and encourage participation with Leadership and professional development opportunities (particularly for early and mid-career employees) to invest in our existing workforce and encourage progression and personal growth.
- We continue to fund places on Advance HE's **Aurora Leadership Programme**. The programme is for female staff (up to senior lecturer level or the professional services equivalent) who wish to develop and explore issues relating to leadership roles and responsibilities. Participants are paired with a senior mentor from the University, who supports them throughout the programme.

- 16 female staff have completed the Aurora programme since 2020 when Bangor University initially funded places on this programme and we are committed to continue building attendance numbers. We currently have 9 participants confirmed for the 2024 programme.



Aurora reception September 2023

- The **Academic Mentoring Scheme** enables staff who have three or more years of experience in an academic role to receive mentoring from more senior academics. The 2021 cohort consisted of 12 participants, including 9 females and this year's enrolment consists of 16 females and 5 males.

- A similar scheme which is focused on the mentoring of senior staff has received strong female support, with the 2022/23 cohort attracting seven females in comparison to three male attendees.
- The HEA Fellowship mentoring provision which is in its first year of operation has attracted three female and two male attendees.
- The University also offers a generic coaching and mentoring provision to all staff and since its introduction in 2015, and for the fourth consecutive year has consistently attracted a strong female attendance. The 2021/22 cohort contained the largest proportion of females so far who represented 83% of attendees.

"My mentor has both inspired and challenged me to evolve as an academic and I have already seen real impact in my practice. I appreciate the time the mentorship team spent matching staff effectively, and working in a male dominated field, I really valued having a female mentor and role model. She has given me valuable advice on strategic career direction, helped me prioritise my time effectively, challenged me to approach tasks that I might otherwise have avoided and given me confidence to apply for opportunities I would have previously considered out of reach."

"As a mentee I received support and encouragement from a Senior member of staff outside of my discipline. This provided an opportunity to learn fresh perspectives and experiment with new ways of working. The scheme is efficiently run and is a great way to boost your personal and professional development."

- The **Bangor Management Programme** was launched in November 2021, with the initial cohort consisting of 27 staff, 19 of whom were female from roles ranging between grade 6 and 8 of the current pay scale and in both Professional and Academic positions.

The programme enables participants to complete a selection of modules which have been designed to positively impact a participant's personal and professional management development journey e.g. Managing People, Managing in a Bilingual Environment, Recruitment and Selection training, Understanding Self and Others, and Equality & Diversity etc.

- The **Welsh Universities Research Leadership 23/24 Programme** has 7 Bangor participants (6 female). The programme has developed out of a collaborative project with Aberystwyth University (the Aber-Bangor Research Leadership Programme in 21/22 and 22/23) which has now been opened up to participants from other Welsh Universities. It aims to enhance leadership capabilities by ensuring staff have the skills, abilities, and confidence to lead and manage research and research teams effectively. It also aims to improve Research and Leadership development opportunities for researchers in Wales by building strong, sustainable research communities across the country, a pledge which is echoed in Bangor University's Research Strategy.
- The **Welsh Crucible** is an award-winning personal, professional and leadership development programme for early and mid-careers researchers that facilitates and promotes research-inspired innovation and cross-disciplinary collaboration in Wales. In 2023, three participants from Bangor University took part, two of whom were female. Bangor has committed to again be part of the 2024 programme.
- We will review the development opportunities listed above i.e. the Aurora Leadership Programme, the Academic Mentoring Scheme, the Bangor Management Programme, the Welsh Universities Research Leadership 23/24 Programme, and the Welsh Crucible from the perspective of whether these development programmes are self-selecting i.e. anyone can participate, or whether there is any kind of selection process. Where there is a selection process within Bangor University we will seek to vary and diversify who makes the decisions.
- Our **Athena Swan** and **Race Equality Charter** work will overlap with an intersectional focus on race and gender and will result in combined actions around intersectional analysis of key staff and student data going forward.

Recruitment and reward

- The **Unconscious Bias training** is mandatory for all staff as part of their induction and in the coming year we will consider how we can provide staff with refresher training opportunities.
- We will continue to review and build on our inclusive recruitment and selection practices with a particular focus on ensuring that we reduce the impact of unconscious bias, protect against discrimination, and provide work and working environments that support both the needs and the progression of staff. We will be trialling **anonymous hiring across our professional services** in the coming months with the roll-out of the new iTrent HR and Payroll system. We are exploring the possibility of asking applicants for senior academic positions to include equality statements in their applications.
- As part of our Disability Confident level 2 'Employer' accreditation we will introduce a **guaranteed interview scheme** for applicants who identify as disabled and opt in to the scheme. This will begin in the coming months with the continuing iTrent roll-out.
- We will work towards the use of **diverse recruitment panels** whenever possible and review the implementation of this requirement during the next 12 months.
- During the previous Gender Pay Gap Action Plan we introduced additional checks in the event of a male, single-gender shortlist where there were applicants of mixed genders. Up to now we have not identified any all-male shortlists where the applicant pool was of mixed gender however, we will continue to undertake these checks within HR and encourage shortlisting panels to review the applications of all candidates to ensure no female candidates are overlooked.
- We will further review our **Interview Matrix** documentation to ensure consistency in interview process and detail of feedback for unsuccessful applicants.

- In 2020 we introduced a **Starting Salary Policy** and we will continue to monitor its use and review its effectiveness to ensure that the default position for new starters is that they start on the minimum of the pay band unless written justification based on skills and experience is provided.
- All vacant posts that are advertised are now available as **flexible/part-time/job-share opportunities** as the default offering, unless the recruiting manager provides justification where this is not suitable.

Employee Support Policies

- We continue to highlight our enhanced University **Paternity scheme** and University **Adoption scheme** rules, through the inclusion of these avenues in the HR induction presentation (available to all staff via Panopto recording) and by removing the requirement for a qualifying period, we have ensured all individuals who wish to do so, can benefit from the enhanced payments following their first day of employment.
- We offer a suite of **salary sacrifice** schemes including the opportunity to buy additional leave and childcare vouchers. In 2023, 79% of staff who opted to purchase annual leave were female. Regarding the purchase of childcare vouchers, within the same period of assessment, 60.5% of purchasers were female.

The results suggest the implementation of the referenced family friendly strategies are supporting females to succeed in the workplace. Whilst this is seen as a positive step to support females in the workplace, the University recognises the measure does not positively impact the Gender Pay Gap, as in line with Government guidance, the resulting reduction in pay due to the purchase of the benefit, adversely impacts the volume of data which can be captured.

- We continue to promote the opportunity for flexible working through the implementation of the **Flexible Working Policy** and highlight the benefits, alongside **Shared Parental Leave**, in university-wide communications.
- We have implemented the opportunity for individuals to undertake **dynamic working** when possible and will continue to support this via a toolkit that helps the employee and line manager ascertain what is possible depending on the requirements of the role.
- The **Guide for Managers**, introduced in 2021, continues to be updated and used as a tool for communicating with managers important Employee Support Policies and Procedures. Recent updates include guidance on mandatory training for all staff.
- We continue to ensure that managers are aware of **maternity, paternity, adoption and shared parental leave policies, procedures**, and best practice regarding the management of employees prior, during and post maternity leave. We will consider how employees can be better supported on their return to work, in terms of managing workloads and getting their research career back on track.
- Following the University's commitment to the Athena Swan agenda, we will continue to advocate best practice for meetings to be held between 10am and 4pm.
- We will continue to offer a Menopause Toolkit that sets out a statement of support and includes a guidance document along with a range of information about perimenopause & the menopause to help managers support their staff.

Employee Training

- We continue to provide Equality training to all employees through our online e-learning package. We also provide mandatory Equality training for Managers and customised Equality and Diversity training as required. Refresher training of relevant modules/courses will be integrated into the current e-learning packages and launched in April 2023 in cohesion with the launch of the new

HR system, which will promote visibility and support the completion of primary and refresher training.

- We will be introducing a new bilingual *Introduction to Race Equality* E-Learning module for all BU staff to access from early summer 2024.