



PRIFYSGOL
BANGOR
UNIVERSITY

GENDER PAY GAP REPORT 2018





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VICE CHANCELLOR'S INTRODUCTION

I am pleased to present Bangor University's first Gender Pay Gap Report. Although the Gender Pay reporting requirements do not apply to public authorities in Wales, as the University is committed to equality of opportunity and transparency, we have decided to publish details of our Gender Pay Gap.

We acknowledge that we currently have a gender pay gap; however we are aiming to address this. We are working towards reducing the pay gap and therefore within the Report, have an action plan agreed and supported by the University's Executive.

1. INTRODUCTION

- 1.1 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.
- 1.2 The new Gender Pay reporting requirements (which came into force on 6 April 2017) covers individuals employed under a contract of employment (including apprenticeships) on a snap shot 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 staff monthly this would therefore be the March pay. Staff paid a reduced rate on the snap shot date (e.g. reduced maternity leave, sick leave) should be excluded.
- 1.3 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 2019 and then annually thereafter.
- 1.4 The University conducts an Equal Pay audit on an annual basis and has done so since 2010. However, it is important to understand that a Gender Pay Gap is not the same as Equal Pay. Equal Pay looks at the differences between male and female staff who undertake the same job, similar jobs or work of equal value. Gender Pay looks at the difference between the average earnings of men and women across the entire University. It therefore shows the distribution of male and female staff across the entire University salary range.

2. COVERAGE

- 2.1 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.
- 2.2 The data covers all individuals employed by the University as of 30 March 2018. Any staff 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.
- 2.3 Data is analysed on the basis of hourly pay. For the purpose of a Gender Pay Gap analysis hourly pay is basic hourly pay plus qualifying additional pay (e.g. guaranteed allowances, first aid payments etc).
- 2.4 In addition to top level institution analysis, the data has also been analysed by Staff Categories – Academic & Research, Managerial & Professional, Technical, Administrative & Clerical and Manual.
- 2.5 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 do. A **negative** percentage figure indicates male employees have lower pay than female employees do.

3. FINDINGS

3.1 Data has been analysed as follows:

% difference in mean pay between male and female employees

% difference in median pay between male and female employees

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

Number of male and female employees according to quartile pay bands

Male and female employees according to Grades

3.2 Table 1.1. provides an institutional overview covering each of the areas indicated in 3.1

TABLE 1.1: INSTITUTION OVERVIEW

Mean Gender Pay Gap	Female Mean =	£16.75	Male Mean =	£19.79	Variance =	15.4	%
Median Gender Pay Gap	Female Median =	£16.54	Male Median =	£18.60	Variance =	11.1	%
Mean Bonus Gender Pay Gap	Female Mean =	£24.03	Male Mean =	£18.28	Variance =	- 31.4	%
Median Bonus Gender Pay Gap	Female Median =	£24.03	Male Median =	£18.28	Variance =	- 31.4	%
Proportion of males receiving bonus payment			Male =	0.1%			
Proportion of females receiving bonus payment	Female =	0.1%					

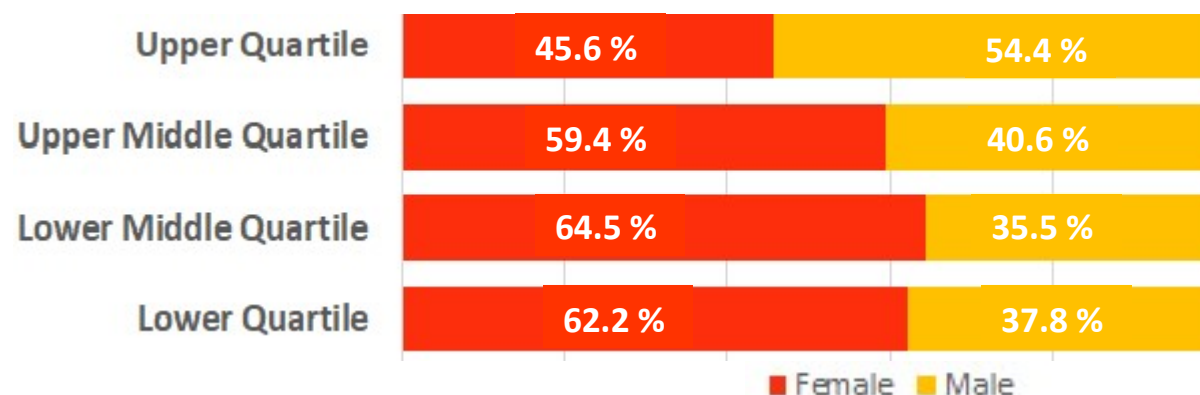
Proportion of Males and Females in each quartile pay band

Of the 498 employees in the lower quartile, 188 are male and 310 are female. This means 37.8% are male and 62.2% are female

Of the 498 employees in the lower middle quartile, 177 are male and 321 are female. This means 35.5% are male and 64.5% are female

Of the 498 employees in the upper middle quartile, 202 are male and 296 are female. This means 40.6% are male and 59.4% are female

Of the 498 employees in the upper quartile, 271 are male and 227 are female. This means 54.4% are male and 45.6% are female

PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND

- 3.3. It is evident from Table 1.1. that there is a Gender Pay Gap at Institutional level with Male staff members Mean pay being 15.4% higher than Female staff members and Median pay being 11.1% higher than Female staff members pay. Whilst comparatively favourable compared to the UK national median Gender Pay Gap which stands at 18.4% it is still disappointing and needs to be addressed.

Whilst it is evident from the data is that the number of female employees outnumber the male employees, the overall Gender Pay Gap for the University (15.4% Mean) therefore appears to be primarily a result of under-representation of female staff in the more senior roles within the University.

- 3.4 In line with UCEA guidance¹, 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.

- 3.5 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

¹ UCEA 17:102 Gender Pay – treatment of Clinical Excellence Awards
<http://www.ucea.ac.uk/en/empres/epl/gender-pay-gap/gpg-briefings.cfm>

TABLE 1.2 ACADEMIC & RESEARCH OVERVIEW

Mean Gender Pay Gap	Female Mean =	£21.11	Male Mean =	£24.27	Variance =	13.0 %
Median Gender Pay Gap	Female Median =	£19.81	Male Median =	£22.33	Variance =	11.3 %
Mean Bonus Gender Pay Gap	Female Mean =	£24.03	Male Mean =	£18.28	Variance =	-31.4 %
Median Bonus Gender Pay Gap	Female Median =	£24.03	Male Median =	£18.28	Variance =	-31.4 %
Proportion of males receiving bonus payment			Male =	0.2		
Proportion of females receiving bonus payment	Female =	0.2%				

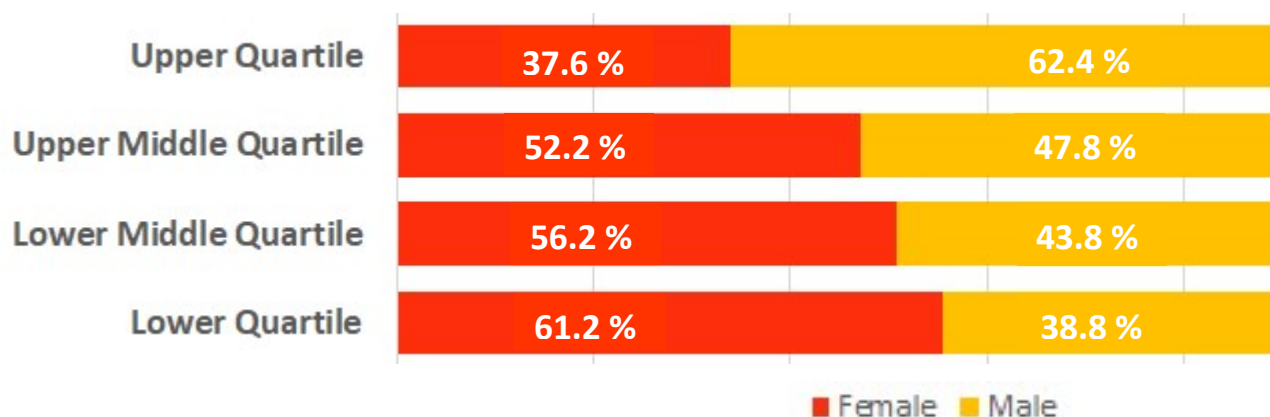
Proportion of Males and Females in each quartile pay band

Of the 227 employees in the lower quartile, 88 are male and 139 are female. This means 38.8% are male and 61.2% are female

Of the 226 employees in the lower middle quartile, 99 are male and 127 are female. This means 43.8% are male and 56.2% are female

Of the 226 employees in the upper middle quartile, 108 are male and 118 are female. This means 47.8% are male and 52.2% are female

Of the 226 employees in the upper quartile, 141 are male and 85 are female. This means 62.4% are male and 37.6% are female

PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND

The data indicates that female academic & research staff predominantly occupy the Lower and Lower Middle Quartile roles with few being paid at the Upper Quartile level. Male academic & research staff predominantly occupy the more senior roles.

TABLE 1.3 MANAGERIAL & PROFESSIONAL OVERVIEW

Mean Gender Pay Gap	Female Mean =	£19.55	Male Mean =	£23.79	Variance =	17.8 %
Median Gender Pay Gap	Female Median =	£18.61	Male Median =	£21.47	Variance =	13.3 %
Mean Bonus Gender Pay Gap	Female Mean =	0	Male Mean =	0		
Median Bonus Gender Pay Gap	Female Median =	0	Male Median =	0		
Proportion of males receiving bonus payment			Male =	0		
Proportion of females receiving bonus payment	Female =	0				

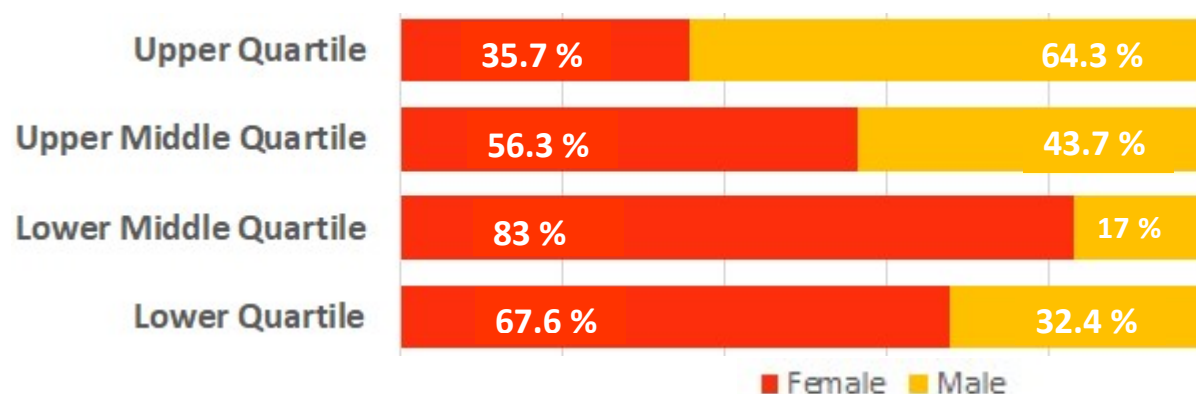
Proportion of Males and Females in each quartile pay band

Of the 71 employees in the lower quartile, 23 are male and 48 are female. This means 32.4% are male and 67.6% are female

Of the 70 employees in the lower middle quartile, 12 are male and 58 are female. This means 17% are male and 83% are female

Of the 71 employees in the upper middle quartile, 31 are male and 40 are female. This means 43.7% are male and 56.3% are female

Of the 70 employees in the upper quartile, 45 are male and 25 are female. This means 64.3% are male and 35.7% are female

PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND

The data indicates that female Managerial and Professional staff are in the majority in the Lower and Lower Middle Quartile's only with male Managerial and Professional staff predominantly occupying the more senior roles. This is despite the fact that females represent more than 60% of the Managerial and Professional staff.

TABLE 1.4 TECHNICAL OVERVIEW

Mean Gender Pay Gap	Female Mean =	£12.34	Male Mean =	£13.38	Variance =	7.8	%
Median Gender Pay Gap	Female Median =	£11.81	Male Median =	£12.79	Variance =	7.7	%
Mean Bonus Gender Pay Gap	Female Mean =	0	Male Mean =	0			
Median Bonus Gender Pay Gap	Female Median =	0	Male Median =	0			
Proportion of males receiving bonus payment			Male =	0			
Proportion of females receiving bonus payment	Female =	0					

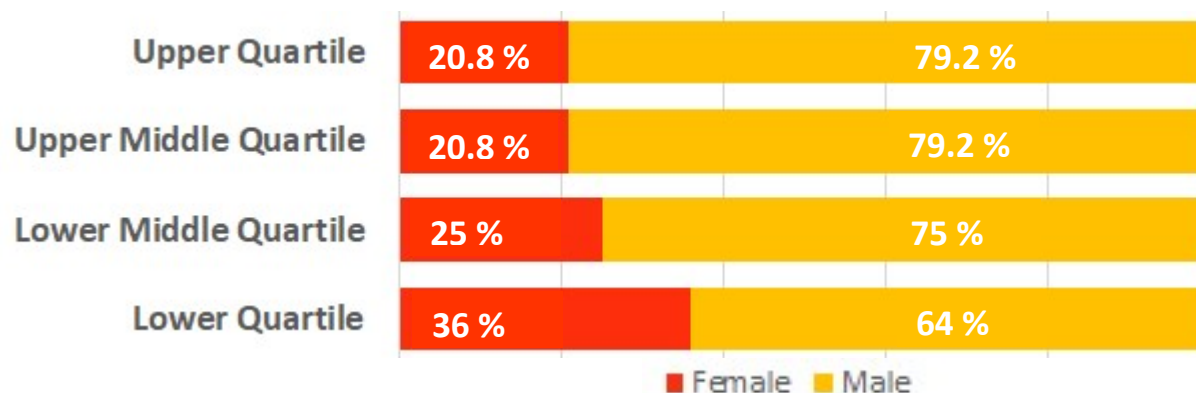
Proportion of Males and Females in each quartile pay band

Of the 25 employees in the lower quartile, 16 are male and 9 are female. This means 64% are male and 36% are female

Of the 24 employees in the lower middle quartile, 18 are male and 6 are female. This means 75% are male and 25% are female

Of the 24 employees in the upper middle quartile, 19 are male and 5 are female. This means 79.2% are male and 20.8% are female

Of the 24 employees in the upper quartile, 19 are male and 5 are female. This means 79.2% are male and 20.8% are female

PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND

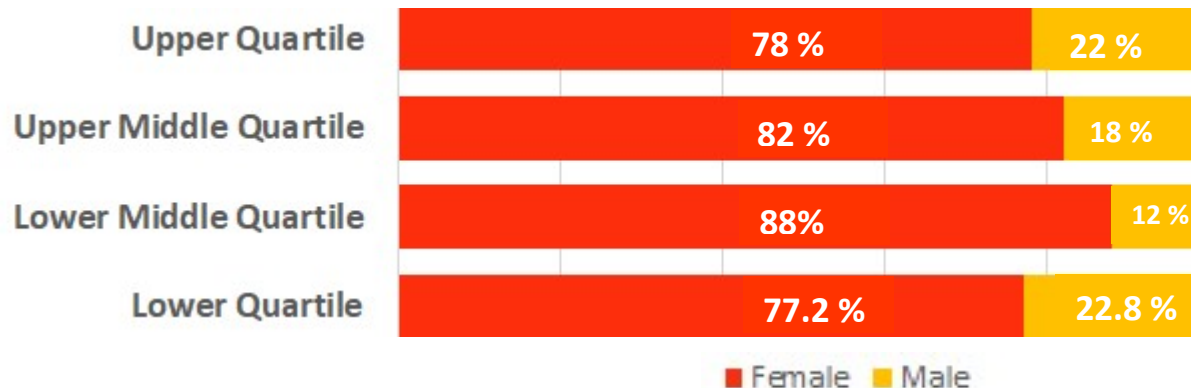
Whilst the number of female role holders (26%) are relatively small in comparison to male role holders (74%) within the Technical roles, it can be seen that the female role holders predominantly occupy the lowest quartile paid roles.

TABLE 1.5 ADMINISTRATIVE & CLERICAL

Mean Gender Pay Gap	Female Mean =	£13.26	Male Mean =	£14.04	Variance =	5.5	%
Median Gender Pay Gap	Female Median =	£11.81	Male Median =	£11.92	Variance =	0.9	%
Mean Bonus Gender Pay Gap	Female Mean =	0	Male Mean =	0			
Median Bonus Gender Pay Gap	Female Median =	0	Male Median =	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 101 employees in the lower quartile, 23 are male and 78 are female. This means 22.8% are male and 77.2% are female
Of the 100 employees in the lower middle quartile, 12 are male and 88 are female. This means 12% are male and 88% are female
Of the 100 employees in the upper middle quartile, 18 are male and 82 are female. This means 18% are male and 82% are female
Of the 100 employees in the upper quartile, 22 are male and 78 are female. This means 22% are male and 78% are female

PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND

Whilst male role holders represent just over 18% of the Administrative & Clerical staff compared to just under 82% of female role holders, it can be seen that there is a pattern of even distribution across all quartiles for both gender groups.

TABLE 1.6 MANUAL

Mean Gender Pay Gap	Female Mean =	£9.02	Male Mean =	£9.52	Variance =	5.2	%
Median Gender Pay Gap	Female Median =	£8.14	Male Median =	£9.14	Variance =	10.9	%
Mean Bonus Gender Pay Gap	Female Mean =	0	Male Mean =	0			
Median Bonus Gender Pay Gap	Female Median =	0	Male Median =	0			
Proportion of males receiving bonus payment			Male =	0			
Proportion of females receiving bonus payment	Female =	0					

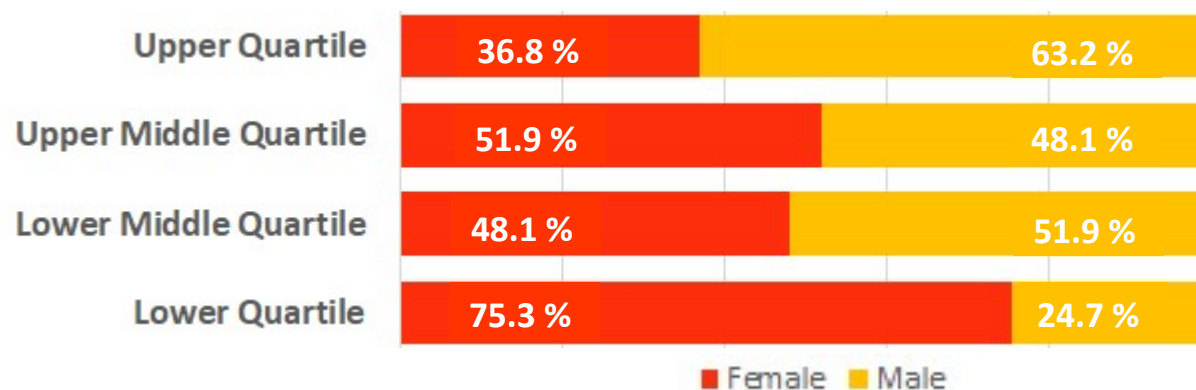
Proportion of Males and Females in each quartile pay band

Of the 77 employees in the lower quartile, 19 are male and 58 are female. This means 24.7% are male and 75.3% are female

Of the 77 employees in the lower middle quartile, 40 are male and 37 are female. This means 51.9% are male and 48.1% are female

Of the 77 employees in the upper middle quartile, 37 are male and 40 are female. This means 48.1% are male and 51.9% are female

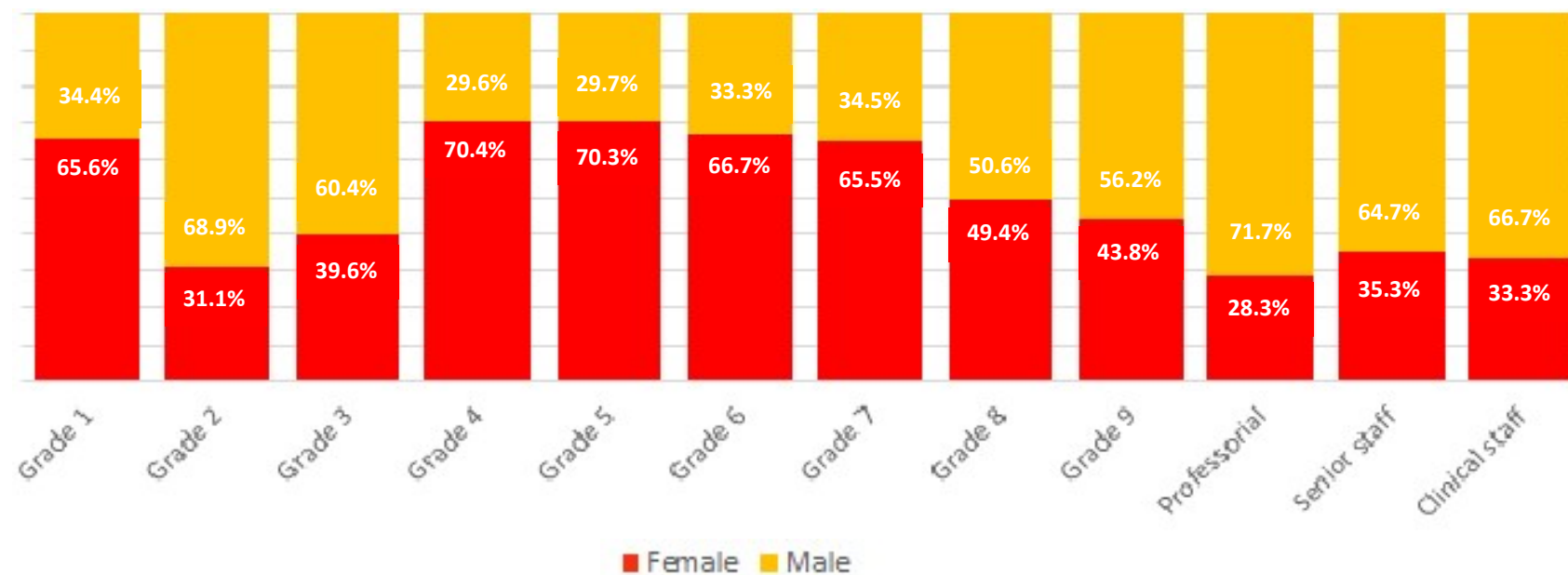
Of the 76 employees in the upper quartile, 48 are male and 28 are female. This means 63.2% are male and 36.8% are female

PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND

For the Manual staff category, the data indicates that female staff are in the majority in the Lower and Lower Middle Quartile's only with very few men paid at the lower quartile level.

TABLE 1.7 ALL STAFF

PROPORTION OF MALES AND FEMALES IN EACH GRADE



Analysis by Grade emphasises the assessment that the Gender Pay Gap variance is primarily a result of under-representation of female staff in the more senior roles within the University. In addition, Grade 1 roles are primarily occupied by female staff.

4. SUMMARY

4.1 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 staff 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.

A Gender Pay Gap differs in that it demonstrates the differences in the average pay between male and female staff regardless of their role/equal value. It identifies whether or not 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 staff are not being paid equally.

4.2. Whilst Bangor University's median Gender Pay Gap (11.1%) is less than the UK national median Gender Pay Gap (18.4%), a gap still exists and it is important to consider influencing factors and the development of an action plan to move to reduce/address the gap.

The University may wish to take 'positive action', permitted under the Equality Act, to help address areas of concern if it believes that 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 and appropriate and will not discriminate against others.

5. ACTION PLAN TO REDUCE THE GENDER PAY GAP

The causes of a Gender Pay Gap are a complex mix of work, society and the family. The University will only be able to influence some factors.

The University is a member of the Athena SWAN Gender Equality Charter and holds a Bronze institution-level award in recognition of its support of, and continued work towards, gender equality. A commitment to tackling the gender pay gap is one of the 10 key principles of the charter and as such a key priority in the University's Athena SWAN action plan 2018-2022.

5.1 As supported by the evidence in our annual Equal Pay Audits, it is evident that the primary influencing factor on our Gender Pay Gap is the under-representation of female staff 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 current initiatives in place to ensure they remain fit for purpose and 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

- Equality, diversity and inclusion underpins 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.
- We provide leadership development opportunities including senior mentoring.
- We are in the process of introducing a Workload Allocation Model across all academic schools to ensure fairness of treatment and ensure that all staff are in an equal position to develop to their full potential.
- Introduce workshops that specifically provide support for women's career development e.g. career planning and managing work/life balance.
- Encourage female academic staff to apply for promotion through mentoring and the PDR process.

- Undertake a study into the applications by gender for academic leadership roles and the success rates of women applying for academic leadership roles in the University.
- Hold an in-house academic Leadership programme for all academic staff to provide a base on which to develop the skills and confidence to be an effective leader and ensure that 50% of delegates on each programme are women.
- Review success of in-house academic Leadership programme and consider extending to other roles across the University.
- Introduce a research mentoring and a senior academic mentoring scheme to increase the confidence of women to apply for promotion and effectively manage their careers.
- Provide targeted professional development events (particularly for early career staff) to encourage staff to engage with career development opportunities.

Recruitment and reward

- We raise awareness of the impact of unconscious bias which forms a key part of our recruitment and selection training. In 2019 an online unconscious bias training and workshop package will be rolled out across the University.
- A requirement during our recruitment process is to ensure, where possible, diversity of representation on recruitment panels e.g. gender representation among those involved in the process.
- Review our Interview Matrix documentation to ensure consistency in interview process and detail of feedback for unsuccessful applicants.
- We introduced a Professorial banding structure with clear entry, promotion and progression criteria.

Employee Support Policies

- We have amended our enhanced University Maternity scheme and University Adoption scheme rules, removing the requirement for a qualifying period thus ensuring all individuals, who wish to do so, can benefit from the enhanced payments from the first day of employment.
- We offer a suite of salary sacrifice schemes including the opportunity to buy additional leave and childcare vouchers.
- We offer the opportunity for flexible working through our Flexible Working Policy. We will consider means of promoting take up amongst male members of staff as well as female thus attempting to change cultural practices of predominantly female take up.
- Ensure that managers are aware of maternity policy and procedures and best practice in managing staff before, during and on return from maternity leave.
- Consider how staff can be better supported on return to work in terms of managing workloads and getting their research career back on track.
- Continue to raise awareness of Shared Parental Leave opportunity.
- Following the University's commitment to the Athena SWAN agenda most Task Groups and College and University Committees are held between 10 a.m. and 4 p.m. to ensure that staff with family commitments can attend.

Athena Swan Charter

We are a member of the Athena Swan Charter and currently hold a Bronze Award at Institutional level and 4 Bronze Awards at School level. Membership demonstrates a commitment for cultural change and support for gender equality.

Staff Training

We provide equality training to all staff through our online e-learning package. We also provide mandatory equality training for managers and customised equality and diversity training as required.