



PRIFYSGOL
BANGOR
UNIVERSITY

Annual Equality Report
2023 – 2024

Foreword



As Pro Vice-Chancellor overseeing Equality, Diversity and Inclusion (EDI) at Bangor University, I am delighted to share our Staff Annual Equality Report for the academic year 1 August 2023 – 31 July 2024. This report is particularly significant as it marks the first under our Strategic Equality Plan 2024–2028, reaffirming our dedication to fostering an environment where diversity thrives, and inclusion is a lived reality for all.

Over the past few years, we have strengthened our commitment to EDI, ensuring that it is deeply embedded within the fabric of our institution. It is not simply an initiative but a guiding principle that informs our strategies, policies, and everyday actions. One of our proudest achievements this year was attaining the Athena SWAN Silver award in February 2024 - an acknowledgment of our meaningful progress in advancing gender equality. Additionally, three academic Schools have secured or renewed their Athena SWAN Bronze awards, and we continue working towards further school-level recognitions to drive lasting change.

Our pursuit of racial equality is equally resolute. As part of our commitment to the Race Equality Charter (REC) and in alignment with the Welsh Government's Anti-Racist Wales Action Plan, we submitted our application for a Race Equality Charter Bronze award in November 2024, which is currently under review. Developing our REC Action Plan has provided critical insights into the experiences of our ethnically and racially minoritised staff and students, equipping us with the knowledge to take more focused and impactful action.

We are also committed to closing pay gaps across the University. Our gender pay gap continues to narrow, with the median figure (as of March 2024) now at 5.7%, a significant reduction from 10.8% in 2019 when we first began reporting. While this progress is encouraging, we recognise that there is still work to be done, particularly in addressing ethnicity and disability pay disparities, and we are determined to make further improvements.

While challenges remain, our commitment is stronger than ever. We are dedicated to fostering a vibrant, multicultural, and inclusive university experience where every individual feels valued and empowered. This report reflects our progress and our ambition, and I look forward to the next phase of our journey towards a truly equitable and inclusive Bangor University.

Professor Morag McDonald

Pro Vice-Chancellor and Chair of the Equality, Diversity, Inclusion & Wellbeing Committee

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Appendix 1 - Progress against the delivery of our priorities within the **Strategic Equality Plan 2024 – 2028** (as a separate .pdf document)

Appendix 2 - Student Equality Data (as a separate .pdf document)

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Introduction

Founded in 1884, Bangor University today is a thriving, forward-looking institution offering excellent opportunities with a strong focus on the student experience. Around 10,000 students currently study with us and our teaching and research is grouped into ten academic Schools within three Colleges. During the reporting period of this report, we employed **2358** staff based within our three Colleges, eight Professional Service departments and the Students' Union.

We are a strong, confident institution recognised regionally, nationally and internationally as a centre of excellence for our varied portfolio of teaching and research, and for the unique, multicultural, inclusive experience we provide for our staff and students.

As a Higher Education Institution (HEI) we have statutory obligations under the Equality Act 2010.

The Equality Act 2010 includes a public sector equality duty (the 'general duty'). The aim of the general duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities. The duty ensures that equality considerations are built into the design of policies and the delivery of services and that they are kept under review. Public bodies are required to give due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The **general duty** covers the following protected characteristics:

- Age
- Disability
- Pregnancy and maternity
- Race – including ethnic or national origin, colour or nationality
- Religion or belief – including lack of belief
- Sex (gender)
- Sexual orientation
- Trans

It applies to marriage and civil partnership, but only in respect of the requirement to eliminate discrimination in employment.

In addition to the **general duty**, there are **specific duties** in Wales that are set out in the Equality Act (Statutory Duties) (Wales) Regulations 2011.

This Annual Equality Report presents equality monitoring information on the diversity profile of all Bangor University staff employed during the **2023 – 2024 academic year**. The information it provides assists us in promoting and maintaining an inclusive University community, helps us better understand the main equality challenges facing staff, and enables us to work to overcome them.

This report compares Bangor University figures against national (UK and Wales) statistics so that we can consider the diversity and inclusivity of the University workforce and identify change and progress over time, using previous data for comparison.

Appendix 1 details our progress against fulfilling the equality objectives set out within our **Strategic Equality Plan 2024 – 2028**.

Appendix 2 is our Annual Student Equality Report including monitoring data and analysis.

Our **Gender Pay Gap Report** and associated Action Plan is published separately and is summarised on page 27 of this report.

Identifying and collecting relevant information

Monitoring data for the diversity profile of staff and students is collated on an annual basis from the University's staff record system (iTrent), staff recruitment system (Talentlink) and student recruitment and records system (Banner).

Questions on the protected characteristics of staff are incorporated within the staff recruitment process and regular data cleansing exercises are carried out where staff are asked to review and update their personal information within iTrent's Employee Self Service system.

From the focus groups held during the Strategic Equality Plan 2020 – 2024 period, staff told us that they didn't want to be required to tell us their title unless it was a gender-neutral title obtained through achievement. We have developed our systems to make the title field optional.

During the 2023 – 2024 academic year, the University began the process of changing from the Agresso Human Resources staff data system to a new HR and Payroll system 'iTrent', and as part of that process the data fields we collect were reviewed in line with sector best practice and guidance from Advance HE to ensure it remains appropriate and meaningful.

In this year's Annual Equality Report numbers of fields where information is 'Not available' is provided as well as 'Prefer not to say' to differentiate between fields where we don't hold that data for staff and where staff actively choose not to provide information

This Annual Equality Report is reviewed and ratified by the Equality, Diversity, Inclusion & Wellbeing Committee, the University Executive and the People & Culture Committee on an annual basis.

STAFF EQUALITY DATA

The following sections of this Annual Equality Report set out the equality characteristics of our staff by protected characteristic and by grade, role type, contract type and hours of work.

Each equality 'protected characteristic' as listed in the Equality Act 2010 has its own section and includes tables and/or charts with some accompanying points noting any changes to previous years or trends and benchmarking against national data.

Should additional analysis be required, it can be done using the Open Data Tables that accompany this report, published on the [Human Resources Equality & Diversity webpage](#)

Monitoring data is used to inform progress against the Strategic Equality Plan objectives and priorities and to develop new actions. Data is also used to inform Equality Impact Assessments. Equality statistics and data are key for University and School Athena SWAN submissions and our Race Equality Charter Bronze application and are therefore regularly reviewed at both University level and School level by the Self-assessment Teams.

Points to note:

- Data in this report relates to the academic year **1 August 2023 – 31 July 2024**.
- Staff ages are as on 1 August in the reporting year or on the staff member's start date if their employment began later during the academic year.

National and Wales HEI data for comparison is taken from the Advance HE [Equality + higher education: Staff Statistical Report 2024](#)

University Overview of Activity

Key equality, diversity and inclusion developments in the 2023 – 2024 academic year include:

Athena Swan

During 23/24, a Bangor University Athena Swan Self-assessment Team (SAT), led by Professor Morag McDonald, developed an application for a Silver award that was submitted to Advance HE in November 2023 and awarded in January 2024. Bangor University is only the 2nd University in Wales to achieve Silver Athena Swan. Alongside the work on the institutional Silver award, three successful school-level applications for Bronze were submitted in 2024. Eight of our academic Schools currently hold Bronze awards.

We continue to support female colleagues in attending Advance HE's Aurora leadership programme, 25 female staff have completed the programme since 2020 when Bangor University initially funded places with nine colleagues completing the programme in 2024.

Race Equality Charter

The University became a member of the Race Equality Charter in 2022 and submitted an application for Bronze award in November 2024. A key activity of our REC work has been the development of a 5-year university wide Race Action Plan. The action plan is closely aligned to our Athena Swan action plan, the university strategy and sub-strategies, and with 5 priority areas covering leadership, data, an actively inclusive community, addressing student gaps and diversifying our staff pipeline. Senior leaders are priority owners for each of the 5 priority areas and a REC working group will meet quarterly to monitor and review progress of the action plan, reporting to the EDI and Wellbeing Committee, Executive Board and People and Culture Committee.

In September 2024 cultural competency training for student facing customer service staff was delivered, the Students' Union engaged in a bespoke development programme on race equality, racial literacy and allyship, resulting in the identification of race equality actions to be included in the inclusivity strand of the new SU strategy.

Action was taken to increase diversity of BU's Community Board representation with new members from North Wales African Society and Northwest Wales Community Cohesion team, and the university funded a professional service and an academic member of staff to take part in the February 2025 cohort of Stellar HE's 'Strategic development for diverse leaders' programme.

Disability Confident

Bangor University joined the Business Disability Forum in April 2023 to support us in our commitment to improve our offering and provision for disabled, employees, students and other stakeholders. To demonstrate our commitment, we moved up from level 1 'Committed' to level 2 'Employer' of the Government's Disability Confident scheme during Autumn 2023.

Menopause Support

The menopause working group continues, comprising of stakeholders across the university focusing on improving the support available to staff through provision of evidence-based guidance and resources such as recordings of a six-part menopause lounge series available to all staff to watch on demand. The menopause guidance document is regularly utilised and embedded in all relevant University policies and procedures to continue to encourage and foster support of our staff.

Line Manager Menopause awareness training sessions are regularly rolled out to managers on a quarterly basis with good attendance and feedback. Regular continued provision of menopause-related events provide a safe and supported space for staff to learn about the menopause and the importance of health and wellbeing, to share experiences surrounding the perimenopause and menopause and to empower participants with information, confidence and support. Staff opinion is also regularly canvassed on what they would most like to see in terms of future support offering. Through this work Bangor University has achieved menopause accreditation status which makes Bangor University the first UK University to become accredited as menopause friendly.

Structures

How do we implement the Strategic Equality Plan and promote and embed equality and diversity across the University?

To do this, a number of formal committees and groups across the University review progress against the action plan and work to address any equality issues that arise.

The groups include:

EQUALITY, DIVERSITY, INCLUSION (EDI) & WELLBEING COMMITTEE

During 2023, all senior, high level University groups and committees were reviewed to ensure they continue to be relevant and work in the most effective way. The first meeting of the new 'EDI & Wellbeing Committee' was held in October 2023. This revised committee organisation means that equality, wellbeing and HR matters are considered holistically at the same committee.

Pro Vice Chancellor Equality, Diversity and Inclusion, Professor Morag McDonald has chaired the Committee since December 2024. This is the senior group responsible for equality matters at the University including the implementation and delivery of our Strategic Equality Plan. The group meets up to five times each year, its membership is made up of senior staff across all areas of the University and the Students Union. Minutes are published on our webpages and the committee reports to the Executive Committee.

EQUALITY DIVERSITY & INCLUSION (EDI) OPERATIONS GROUP

Following on from the review of senior groups and committees, an EDI Operations Group was created to support the work of the high-level EDI & Wellbeing Committee. The EDI Operations Group is chaired by the Senior HR & Equality Officer and membership is drawn from all areas of the University. The purpose of the group is to provide operational support to the high-level EDI & Wellbeing Committee both by delivering its actions and by identifying operational requirements and providing information to the EDI & Wellbeing Committee to support the development and delivery of the University's Strategic Equality Plan.

ATHENA SWAN GROUP

Formerly the Athena Swan SAT and chaired by PVC Equality, Diversity and Inclusion, Professor Morag McDonald, this group steered the University's successful application for an Athena SWAN Institution-level Silver award and now focuses on the delivery of the Silver Action Plan. The group also oversees and supports School level applications.

RACE EQUALITY CHARTER (REC)

The Race Equality Charter (REC) Self-assessment Team (SAT) was established in May 2023 with representation from all levels of the university, a range of schools and services as well as diverse representation in terms of race and ethnicity (44% representation from Black, Asian and minority ethnic staff and students). The REC SAT oversaw all work in preparing the University's first application for a Bronze award, submitted in November 2024.

COLLEGE EQUALITY COMMITTEES

All three Colleges have established Equality Committees that meet regularly, Equality Champions are members of these committees as are members of the Athena SWAN group and members of the Race Equality Charter SAT group members.

Our Professional Services Equality Committee is currently being re-established.

EQUALITY CHAMPIONS

Eight members of staff are Equality Champions across all areas of the University. They operate as a network with the Human Resources Senior Equality Officer, the Human Resources Equality Officer (REC lead), the Student Services Student Equality Officer and the Athena SWAN and Research Concordat Manager. The Network has continued to develop, meeting every two months and acts as a conduit for communication between Colleges, Professional Service departments and from individual staff member level to up to the Equality, Diversity, Inclusion & Wellbeing Committee and back.

EQUALITY IMPACT ASSESSMENTS

The completion of Equality Impact Assessments (EIAs) is now commonplace within the University, using the templates and guidance on our webpages and following training provided within the Equality for Managers Workshop as well as bespoke training available for groups on request.

PEOPLE & CULTURE COMMITTEE

Bangor University's Council established the People and Culture Committee. Its remit is to oversee the developments and implementation of people and culture themes within the University's Strategic Plan and to recommend any changes to the Council as appropriate. Within its Terms of Reference, it is tasked with monitoring the delivery of University strategy relating to diversity and inclusivity i.e. the [Strategy Equality Plan 2024 – 2028](#).

Staff Snapshot at a glance

1 August 2023 – 31 July 2024

2358 staff (headcount) employed during the period

All staff average age in years		Disability	
All staff	= 44.6	9.1%	Identify as disabled (214)
Female	= 44	83.8%	No disability (1975)
Male	= 45.6	4%	Prefer not to say (94)
Other	= 39	3.2%	Not available (75)
Legal Gender/Sex		Ethnicity/Race	
Female	59.9% (1412 people)	9.2%	ME (218 people)
Male	40.1% (946)	87.8%	White (2071)
		1.6%	Prefer not to say (37)
		1.4%	Not available (32)
Religion, belief and non-belief		Sexual orientation	
No religion	45.2%	77.9%	Heterosexual (1836)
Christian	33%	2.2%	Bisexual (53)
Any other religion or belief	2.5%	2.4%	Gay or lesbian (57)
Muslim	1.7%	0.9%	Other sexual orientation (22)
Buddhist	1.3%	15.1%	Prefer not to say (355)
Hindu	1.1%	1.5%	Not available (35)
Jewish	0.3%		
Prefer not to say	13.6%		
Not available	1.4%		
Contract type		Trans	
Open-ended/Permanent	66.8% (1575)	0.7%	Gender different to at birth
Fixed-term	33.2% (783)	79%	Gender the same as at birth
		6.1%	Prefer not to say
		14.2%	Not available
Job type		Full-time/Part-time	
ACADEMIC	36% (848)	61.5%	Full-time (1449)
PROFESSIONAL	13% (307)	38.5%	Part-time (909)
RESEARCH	11.5% (270)		
SUPPORT	39.6% (933)		
Of the 909 staff who work part-time			
68.9 (626) are female			
31.1% (283) are male			

Age

01

Average age of all staff on 1 August 2022

All staff	44.6 years
Female	44 years
Male	45.6 years
Other	39 years

The average (mean) age of all staff is increasing very gradually at 44.6 years, little change since we began recording in 2019 when it was 43.2 years.

02

All staff by age range

Age range	% of staff
16 - 24	4.5%
25 - 34	20.4%
35 - 44	25%
45 - 54	25.1%
55 - 64	20.1%
65+	4.9%
Total	100.0%

The highest proportion of our staff (25.1%) are in the age bracket 45 – 54 closely followed by the 35 – 44 age range with 25% of staff.

We had previously seen a gradual increase each year in the proportion of staff in the 65+ age group; from 3.2% in the 2017- 2018 academic year up to 5.4% in 2020 – 2021, then there was a drop for the following two years, down to 4.7% and 4.8%. In the current reporting period we see an increase again, to 4.9% of all staff.

03

Age ranges by gender in %

Age range	Female	Male	Total
16 - 24	61.3%	38.7%	100.0%
25 - 34	61.8%	38.2%	100.0%
35 - 44	62.7%	37.3%	100.0%
45 - 54	62.1%	37.9%	100.0%
55 - 64	53.5%	46.5%	100.0%
65+	50.9%	49.1%	100.0%
Total	59.9%	40.1%	100.0%

03 a

Age ranges by gender by headcount

Age range	Female	Male	Total staff
16 - 24	65	41	106
25 - 34	298	184	482
35 - 44	370	220	590
45 - 54	367	224	591
55 - 64	253	220	473
65+	59	57	116
Total	1412	946	2358

As the majority of staff at the University are women (59.9%) it is unsurprising that women outnumber men in every age group.

04

Age ranges by grade in %

Grade	16 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65+	Total
G001	0.0%	0.2%	0.0%	0.1%	0.2%	0.1%	0.7%
G002	1.4%	1.9%	0.7%	1.3%	1.4%	0.6%	7.4%
G003	0.8%	0.8%	0.8%	0.8%	1.2%	0.1%	4.6%
G004	0.3%	1.3%	1.4%	1.3%	0.6%	0.1%	5.0%
G005	0.8%	2.8%	1.7%	2.0%	1.5%	0.2%	8.9%
G006	1.0%	4.8%	3.6%	3.4%	2.2%	0.7%	15.7%
G007	0.2%	7.3%	8.5%	6.7%	4.2%	1.4%	28.3%
G008	0.0%	1.1%	4.7%	4.2%	2.9%	0.6%	13.5%
G009	0.0%	0.3%	2.6%	3.0%	2.8%	0.5%	9.2%
G010	0.0%	0.0%	0.1%	0.5%	0.6%	0.0%	1.1%
GP01	0.0%	0.0%	0.5%	1.3%	1.4%	0.2%	3.4%
GP02	0.0%	0.0%	0.0%	0.3%	0.3%	0.2%	0.8%
GP03	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.3%
Other clinical academic	0.0%	0.0%	0.3%	0.2%	0.4%	0.2%	1.1%
Total	4.5%	20.4%	25.0%	25.1%	20.1%	4.9%	100.0%

04 a

Age ranges by grade by headcount

Grade	16 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65+	Total staff
G001	1	5	1	3	5	2	17
G002	33	45	17	30	34	15	174
G003	20	18	20	18	29	3	108
G004	6	31	33	30	15	2	117
G005	18	66	39	48	35	5	211
G006	24	113	86	79	53	16	371
G007	4	171	200	158	100	34	667
G008		26	112	98	69	14	319
G009		7	62	71	66	11	217
G010			2	12	13		27
GP01			11	31	33	4	79
GP02				7	7	5	19
GP03				1	5	1	7
Other clinical academic			7	5	9	4	25
Total	106	482	590	591	473	116	2358

There are no staff aged 16-24 or 25-34 in the senior grades i.e. G010 (Director and Executive level), and the Professorial grades GP01, GP02 and GP03.

Grade 7 roles have by far the most staff, with 28.3% of all staff.

05

Age ranges by job type as a % of all staff

Age range	ACADEMIC	PROFESSIONAL	RESEARCH	SUPPORT	Total
16 - 24	0.1%	0.0%	0.5%	3.9%	4.5%
25 - 34	4.7%	1.2%	4.5%	10.0%	20.4%
35 - 44	10.2%	3.4%	3.6%	7.8%	25.0%
45 - 54	9.1%	5.3%	1.9%	8.7%	25.1%
55 - 64	9.2%	2.7%	0.8%	7.4%	20.1%
65+	2.6%	0.3%	0.2%	1.8%	4.9%
Total	36.0%	13.0%	11.5%	39.6%	100.0%

Support staff have a younger age profile than other job types.

06

Age ranges by contract type as a % of all staff

Age range	Fixed-term	Open-ended/Permanent	Total
16 - 24	3.2%	1.3%	4.5%
25 - 34	10.7%	9.7%	20.4%
35 - 44	7.5%	17.6%	25.0%
45 - 54	5.4%	19.6%	25.1%
55 - 64	4.4%	15.7%	20.1%
65+	2.0%	2.9%	4.9%
Total	33.2%	66.8%	100.0%

06 a

Age ranges by contract type as a % of each age range

Age range	Fixed-term	Open-ended/Permanent	Total
16 - 24	70.8%	29.2%	100.0%
25 - 34	52.5%	47.5%	100.0%
35 - 44	29.8%	70.2%	100.0%
45 - 54	21.7%	78.3%	100.0%
55 - 64	21.8%	78.2%	100.0%
65+	41.4%	58.6%	100.0%
Total	33.2%	66.8%	100.0%

The number of staff on fixed-term contracts is decreasing, from 41.1% of all staff in 2022 – 2023 to 33.2% in the current reporting period.

In the age ranges 16-24 and 25-34 more staff are on fixed-term contracts than permanent contracts. However, in all other age categories, more staff are on permanent contracts than fixed-term contracts.

07

Age range by full-time or part-time in %

Age range	Full-time	Part-time	Total
16 - 24	2.4%	2.1%	4.5%
25 - 34	14.0%	6.4%	20.4%
35 - 44	15.6%	9.4%	25.0%
45 - 54	16.9%	8.1%	25.1%
55 - 64	11.5%	8.6%	20.1%
65+	1.1%	3.8%	4.9%
Total	61.5%	38.5%	100.0%

Of all staff 61.5% work full-time and 38.5% work part-time, an ongoing slight increase in full-time workers from the previous two years (58.6% in 2022 – 2023, 59.4% in 2023 - 2024).

Across all Higher Education Institutions (HEIs) in the UK that report to HESA, 68.4% of staff work full-time and 31.6% work part-time.

There are more full-time staff than part-time staff in every age category apart from the 65+ age group where there are more part-time workers.

08

Part-time staff only by age range and gender in %

Age range	Female	Male	Total
16 - 24	3.7%	1.8%	5.5%
25 - 34	11.1%	5.6%	16.7%
35 - 44	18.5%	5.9%	24.4%
45 - 54	16.1%	5.1%	21.1%
55 - 64	14.2%	8.1%	22.3%
65+	5.3%	4.6%	9.9%
Total	68.9%	31.1%	100.0%

38.5% of our staff work part-time (909 people) of these, 68.9% (626) are female and 31.1% (283) are male.

Women part-time workers outnumber men in every age group. The highest proportion of female part-time workers is in the 35 – 44 age group.

According to the [Office for National Statistics](#) in 2022 the average age of parents having their first child was 30.9 years for mothers and 33.7 years for fathers.

Disability

09

All staff by disability

214 staff have identified as disabled (9.1% of all staff)

Disabled	9.1% (214 staff)
No known disability	83.8% (1975)
Prefer not to say	4% (94)
Info not available	3.2% (75)
Total	100.0%

9.1% of staff at Bangor University have self-identified as disabled, this is a reduction on the previous reporting year (10.8%). However, the number of staff who do not identify as disabled hasn't changed much at 83.8% (83.6% previously).

The number of staff who have chosen 'Prefer not to say' has reduced from 5.6% to 4% but we do not hold any disability data for 3.2% of staff. It is anticipated that the new HR and Payroll system's self-service facility will in time help address gaps in staff data.

Across UK HEIs 7.2% of staff identify as disabled, in Welsh HEIs the figure was 8.5%.

10

All staff by impairment/disability type in %

Impairment/disability type	%
Blind or have a visual impairment uncorrected by glasses	0.2%
D/deaf or have a hearing impairment	0.3%
Learning difference such as dyslexia, dyspraxia or AD(H)D	2.5%
Long-term illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	2.2%
Mental health condition, challenge or disorder, such as depression, schizophrenia or anxiety	1.9%
Physical impairment (a condition that substantially limits one or more basic physical activities such as walking, climbing stairs, lifting or carrying)	0.3%
Social/communication conditions such as a speech and language impairment or an autistic spectrum condition	0.1%
An impairment, health condition or learning difference not listed above	1.5%
Prefer not to say	4%
Info not available	3.2%
No known impairment, health condition or learning difference	83.8%
Total	100.0%

11

Disability by age range in %

	16 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65+	Total
Disabled	0.3%	2.2%	2.6%	2.0%	1.5%	0.5%	9.1%
No known disability	3.7%	16.5%	20.6%	21.6%	17.2%	4.2%	83.8%
Prefer not to say	0.4%	1.1%	0.8%	0.5%	0.3%	0.0%	3.2%
Info not available	0.1%	0.6%	1.1%	1.0%	1.0%	0.1%	4.0%
Total	4.5%	20.4%	25.0%	25.1%	20.1%	4.9%	100.0%

12

Disability by full-time or part-time in %

	Full-time	Part-time	Total
Disabled	5.8%	3.3%	9.1%
No known disability	52.1%	31.6%	83.8%
Prefer not to say	1.5%	1.7%	3.2%
Info not available	2.0%	2.0%	4.0%
Total	61.5%	38.5%	100.0%

Of the 9.1% of staff who identify as disabled, 5.8% work full-time and 3.3% work part-time.

13

Disability by grade in %

Grade	Disabled	No known disability	Info not available	Prefer not to say	Total
G001	0.0%	0.6%	0.0%	0.1%	0.7%
G002	0.6%	6.1%	0.3%	0.5%	7.4%
G003	0.4%	3.7%	0.3%	0.2%	4.6%
G004	0.8%	3.8%	0.1%	0.3%	5.0%
G005	1.4%	7.0%	0.3%	0.3%	8.9%
G006	1.5%	12.8%	0.6%	0.8%	15.7%
G007	2.6%	23.7%	0.9%	1.0%	28.3%
G008	0.8%	12.0%	0.2%	0.5%	13.5%
G009	0.6%	8.1%	0.1%	0.3%	9.2%
G010	0.0%	1.1%	0.0%	0.0%	1.1%
GP01	0.1%	3.2%	0.0%	0.0%	3.4%
GP02	0.1%	0.6%	0.0%	0.0%	0.8%
GP03	0.1%	0.2%	0.0%	0.0%	0.3%
Other clinical academic	0.0%	0.8%	0.2%	0.0%	1.1%
Total	9.1%	83.8%	3.2%	4.0%	100.0%

13 a

Disability by grade by headcount

Grade	Disabled	No known disability	Info not available	Prefer not to say	Total
G001	1	14		2	17
G002	13	143	7	11	174
G003	9	88	6	5	108
G004	18	90	2	7	117
G005	33	164	8	6	211
G006	35	301	15	20	371
G007	62	560	22	23	667
G008	20	282	5	12	319
G009	15	192	3	7	217
G010	1	25	1		27
GP01	2	76	1		79
GP02	3	15		1	19
GP03	2	5			7
Other clinical academic		20	5		25
Total	214	1975	75	94	2358

14

Disability by job type in %

	ACADEMIC	PROFESSIONAL	RESEARCH	SUPPORT	Total
Disabled	3.1%	0.8%	0.8%	4.4%	9.1%
No known disability	30.7%	11.6%	9.8%	31.7%	83.8%
Info not available	1.0%	0.3%	0.3%	1.6%	3.2%
Prefer not to say	1.1%	0.4%	0.5%	1.9%	4.0%
Total	36.0%	13.0%	11.5%	39.6%	100.0%

Support roles have the highest proportion of disabled staff (104 people), followed by academic roles (74 people).

15

Disability by contract type in %

	Fixed-term	Open-ended/Permanent	Total
Disabled	2.9%	6.2%	9.1%
No known disability	27.6%	56.2%	83.8%
Info not available	1.6%	1.6%	3.2%
Prefer not to say	1.2%	2.8%	4.0%
Total	33.2%	66.8%	100.0%

Ethnicity/Race

16

Broad ethnicity groups of all staff in %

Minoritised ethnic (ME)	9.2% (218 staff)
Prefer not to say	1.6% (37)
Info not available	1.4% (32)
White	87.8% (2071)
Total	100.0% (2358)

9.2% of Bangor University staff identify as **Minoritised Ethnic (ME)**, slightly fewer than the previous year (9.6%) but the general trend has been upwards since 2014 when the figure stood at 5.4%.

The number of White staff has reduced from 89.2% in the previous year; however we have more staff noting 'Prefer not to say' and 1.4% of staff where we hold no ethnicity information. It is anticipated that the new iTrent HR and Payroll system's self-service facility will in time help address gaps in staff data.

In the last decade, overall representation of both UK and non-UK Black, Asian and minority ethnic staff has risen from 11.7% in 2013/14 to 19.1% in 2022/23. Across Welsh HEIs ME staff make up 6.2% of UK national staff and 42.1% of non-UK nationals.

[Stats.Wales](#) estimates that 3.8% of Gwynedd's population is ME.

17

Ethnicity of all staff in %

Ethnic group (HESA groupings)	% of staff
Any other Asian background	1.6%
Any other Black background	0.1%
Any other ethnic background	0.6%
Any other Mixed or Multiple ethnic background	1.4%
Any other White background	2.8%
Arab	0.7%
Asian - Bangladeshi or Bangladeshi British	0.2%
Asian - Chinese or Chinese British	1.2%
Asian - Indian or Indian British	1.6%
Asian - Pakistani or Pakistani British	0.4%
Black - African or African British	1.2%

Black - Caribbean or Caribbean British	0.0%
Mixed or multiple ethnic groups - White or White British and Black African or Black African British	0.2%
Mixed or multiple ethnic groups - White or White British and Black Caribbean or Black Caribbean British	0.1%
White - English, Scottish, Welsh, Northern Irish or British	84.5%
White - Irish	0.5%
Roma	0.0%
Not available	1.4%
Prefer not to say	1.6%
Total	100.0%

18

Ethnicity by grade in %

Grade	ME	Prefer not to say	White	Info not available	Total
G001	0.0%	5.9%	94.1%	0.0%	100.0%
G002	27.0%	1.1%	64.9%	6.9%	100.0%
G003	0.9%	0.0%	95.4%	3.7%	100.0%
G004	3.4%	1.7%	94.9%	0.0%	100.0%
G005	5.7%	1.4%	91.0%	1.9%	100.0%
G006	9.4%	2.2%	87.6%	0.8%	100.0%
G007	8.8%	1.3%	89.2%	0.6%	100.0%
G008	8.2%	1.6%	89.7%	0.6%	100.0%
G009	8.3%	2.3%	88.0%	1.4%	100.0%
G010	3.7%	0.0%	96.3%	0.0%	100.0%
GP01	7.6%	0.0%	92.4%	0.0%	100.0%
GP02	15.8%	0.0%	84.2%	0.0%	100.0%
GP03	0.0%	0.0%	100.0%	0.0%	100.0%
Other clinical academic	24.0%	8.0%	68.0%	0.0%	100.0%
Total	9.2%	1.6%	87.8%	1.4%	100.0%

18 a
Ethnicity by grade by headcount

Grade	ME	Prefer not to say	White	Info not available	Total
G001		1	16		17
G002	47	2	113	12	174
G003	1		103	4	108
G004	4	2	111		117
G005	12	3	192	4	211
G006	35	8	325	3	371
G007	59	9	595	4	667
G008	26	5	286	2	319
G009	18	5	191	3	217
G010	1		26		27
GP01	6		73		79
GP02	3		16		19
GP03			7		7
Other clinical academic	6	2	17		25
Total	218	37	2071	32	2358

Staff working in HEIs in the UK have increasingly become more ethnically diverse with an increase in Black, Asian and minority ethnic staff. However, inequalities persist with lower proportions of ME staff in senior roles.

A higher proportion of Bangor University's ME staff by number are in grades 2 and 7. But as a % of total staff by grade we see a higher % in grade 2, Professorial band 2 and 'Other clinical academics', although the latter two numbers are small.

In terms of Professorial staff, in the reporting period we had 105 Professors of whom 8.6% were ME. Of the 8.6% of Professors who were ME, 2.9% were female and 5.7% were male. The majority were in the 55 – 64 age group. Only 6.7% identified as disabled.

Across UK HEIs 10.9% of UK national Professors were ME and of Non-UK national Professors 18.3% were ME.

The lack of progression and representation of ME staff in senior roles where decisions about hiring, promotion, and institutional culture are made is similar across UK HEIs.

19

Ethnicity by job type in %

Broad ethnicity	ACADEMIC	PROFESSIONAL	RESEARCH	SUPPORT	Total
ME	34.9%	4.1%	22.5%	38.5%	100.0%
White	36.3%	14.2%	10.3%	39.2%	100.0%
Not available	25.0%	0.0%	3.1%	71.9%	100.0%
Prefer not to say	35.1%	8.1%	16.2%	40.5%	100.0%
Total	36.0%	13.0%	11.5%	39.6%	100.0%

19 a

Ethnicity by job type by headcount

Ethnicity	ACADEMIC	PROFESSIONAL	RESEARCH	SUPPORT	Total
ME	76	9	49	84	218
White	751	295	214	811	2071
Not available	8		1	23	32
Prefer not to say	13	3	6	15	37
Total	848	307	270	933	2358

20

Ethnicity by contract type in %

Broad ethnicity	Fixed-term	Open-ended/Permanent	Total
ME	52.8%	47.2%	100.0%
White	30.5%	69.5%	100.0%
Not available	78.1%	21.9%	100.0%
Prefer not to say	32.4%	67.6%	100.0%
Total	33.2%	66.8%	100.0%

20 a

Ethnicity by contract type by headcount

Broad ethnicity	Fixed-term	Open-ended/Permanent	Total
ME	115	103	218
White	631	1440	2071
Not available	25	7	32
Prefer not to say	12	25	37
Total	783	1575	2358

We can see from table 19 that a high proportion of our ME staff work in support and academic roles, table 20 tells us that more of our ME staff are on fixed-term contracts than open-ended/permanent contracts. This might in part explain why we have relatively proportionate numbers of ME staff in grades 6, 7 and 8 but those numbers drop significantly in the higher G010 and Professorial grades.

21

Ethnicity by full-time or part-time in %

Broad ethnicity	Full-time	Part-time	Total
ME	67.0%	33.0%	100.0%
White	61.2%	38.8%	100.0%
Not available	31.3%	68.8%	100.0%
Prefer not to say	67.6%	32.4%	100.0%
Total	61.5%	38.5%	100.0%

22

Broad ethnicity by broad nationality in %

	EU	Not known	RoW	UK
ME	3.7%	2.3%	60.6%	33.5%
White	6.8%	0.3%	2.5%	90.5%
Not available	3.1%	53.1%	21.9%	21.9%
Prefer not to say	16.2%	2.7%	8.1%	73.0%
Total	6.6%	1.2%	8.2%	84.0%

The number of staff from the EU has reduced again slightly to 6.6% in this reporting period. The number of staff from the Rest of the World (RoW) has remained the same, at 8.2%

Our staff come from 72 different nationalities (counting the UK as one nationality).

*ME stands for Minority ethnic and encompasses the ethnicities listed in table 17 above, apart from White. This definition is widely recognised and used to identify patterns of marginalisation and segregation caused by attitudes toward an individual's ethnicity. We recognise the limitations of this acronym, particularly:

- = The assumption that minority ethnic staff are a homogenous group.
- = The acronym's function as a label to describe minority ethnic groups of people, rather than identities with which people have chosen to identify.
- = The perception that ME refers only to non-White people, which does not consider White minority ethnic groups.

Where possible, this report presents data disaggregated by more detailed ethnic groups in addition to data consolidating ME staff as a group.

Gender

23

All staff by gender in % (using legal sex field)

Female	59.9% (1412 staff)
Male	40.1% (946)
Total	100.0%

The total percentage of female staff (using the legal sex field) at the University is 59.9% which is higher than the UK HEI figure of 55%, and 55.5% female in Welsh HEIs.

24

All staff by gender in % (using GenderID field - self-identifying)

Female	59.5% (1404)
Male	39.9% (942)
Other	0.3% (7)
Information refused	0.2% (5)
Total	100.0%

25

Gender by grade as a % of all staff

Grade	Female	Male	Total
G001	0.6%	0.2%	0.7%
G002	4.7%	2.6%	7.4%
G003	2.1%	2.5%	4.6%
G004	3.2%	1.8%	5.0%
G005	6.3%	2.6%	8.9%
G006	10.1%	5.6%	15.7%
G007	18.4%	9.8%	28.3%
G008	8.0%	5.6%	13.5%
G009	4.1%	5.1%	9.2%
G010	0.3%	0.8%	1.1%
GP01	1.4%	2.0%	3.4%
GP02	0.2%	0.6%	0.8%
GP03	0.1%	0.2%	0.3%
Other clinical academic	0.4%	0.7%	1.1%
Total	59.9%	40.1%	100.0%

Despite comprising the majority of staff working at Bangor University and in UK HEIs, female staff remain underrepresented among staff in senior management roles, and in professorial posts.

25 a

Gender by grade as a % of each grade

Grade	Female	Male	Total
G001	76.5%	23.5%	100.0%
G002	64.4%	35.6%	100.0%
G003	45.4%	54.6%	100.0%
G004	64.1%	35.9%	100.0%
G005	70.6%	29.4%	100.0%
G006	64.4%	35.6%	100.0%
G007	65.2%	34.8%	100.0%
G008	58.9%	41.1%	100.0%
G009	44.2%	55.8%	100.0%
G010	29.6%	70.4%	100.0%
GP01	40.5%	59.5%	100.0%
GP02	26.3%	73.7%	100.0%
GP03	28.6%	71.4%	100.0%
Other clinical academic	36.0%	64.0%	100.0%
Total	59.9%	40.1%	100.0%

25 b

Gender by grade by headcount

Grade	Female	Male	Total
G001	13	4	17
G002	112	62	174
G003	49	59	108
G004	75	42	117
G005	149	62	211
G006	239	132	371
G007	435	232	667
G008	188	131	319
G009	96	121	217
G010	8	19	27
GP01	32	47	79
GP02	5	14	19
GP03	2	5	7
Other clinical academic	9	16	25
Total	1412	946	2358

In terms of Professorial staff, in the reporting period we had 105 Professors of whom 39 (37.1%) were female and 66 (62.9%) were male. This compares with 30.8% of Professors across UK HEIs being female and 69.2% of Professors across UK HEIs being male.

26

Gender by job type as a % of total staff

Job type	Female	Male	Total
ACADEMIC	20.4%	15.6%	36.0%
PROFESSIONAL	8.3%	4.7%	13.0%
RESEARCH	6.3%	5.2%	11.5%
SUPPORT	24.9%	14.6%	39.6%
Total	59.9%	40.1%	100.0%

26 a

Gender by job type as a % of each job type

Job type	Female	Male	Total
ACADEMIC	56.7%	43.3%	100.0%
PROFESSIONAL	63.5%	36.5%	100.0%
RESEARCH	54.8%	45.2%	100.0%
SUPPORT	63.0%	37.0%	100.0%
Total	59.9%	40.1%	100.0%

Almost a quarter of all staff (24.9%) are females working in support roles that are comprised of lower salary bands (grades 1 – 6).

27

Gender by permanent or fixed-term contract in %

Contract type	Female	Male	Total
Fixed-term	20.7%	12.6%	33.2%
Open-ended/Permanent	39.2%	27.6%	66.8%
Total	59.9%	40.1%	100.0%

28

Gender by full-time or part-time in %

	Female	Male	Total
Full-time	33.3%	28.1%	61.5%
Part-time	26.5%	12.0%	38.5%
Total	59.9%	40.1%	100.0%

626 women work part-time compared with 283 men.

Gender Pay Gap, Ethnicity Pay Gap and Disability Pay Gap

In summary, our [Gender Pay Gap Report 2024](#) published in March 2025, using data from the snapshot date of 31 March 2024, found that there is a **Gender Pay Gap** at an Institutional level of male employees' median pay being 5.7% higher than female employees' pay, and male mean pay 14.1% higher than the mean pay of female employees.

Bangor University's median gender pay gap at 5.7% remains lower than the UK national median gender pay gap for which the Gender pay gap in the UK - Office for National Statistics indicates a median pay gap of 7% across all employees.

[Equality in higher education: staff statistical report 2024 | Advance HE](#) reported a median gender pay gap of 9% across all Higher Education Institutions in the 2022 - 2023 academic year, and the mean gender pay gap was 13.7%

From March 2021, within our Gender Pay Gap Report, we began reporting our **Ethnicity Pay Gap** at an institutional level. The **median Ethnicity Pay Gap** currently stands at **3.3%** indicating a positive Ethnicity Pay Gap in favour of minoritised ethnic employees, with mean pay being 7.9% higher than white employees.

From March 2022, also within our Gender Pay Gap Report, we began reporting our **Disability Pay Gap** at an institutional level, the **median Disability Pay Gap** currently stands at 16.2% and the mean disability pay gap is 12.9% both in favour of staff who do not identify as disabled.

Comprehensive information about the pay gaps along with detailed analysis and our Action Plan to address pay gaps can be found in the [Gender Pay Gap Report 2024](#).

International Women's Day



Ysbrydoli Cynhwysiant Merched mewn Gwyddoniaeth ym Mangor



Inspire Inclusion Women in Science @ Bangor

Diwrnod Rhyngwladol y Merched 08/03/24 International Women's Day



On 8th March 2024, the University celebrated International Women's Day by taking the global theme 'Embracing Equity' as an opportunity to celebrate all women. The programme of events recognised the achievements of a diverse range of women who work and study at the University and amplified the voices of those often less heard or represented.

Religion, Belief & Non-belief

29

All staff by religion, belief or non-belief in %

Any other religion or belief	2.5%
Buddhist	1.3%
Christian	33.0%
Hindu	1.1%
Jewish	0.3%
Muslim	1.7%
No religion	45.2%
Not available	1.4%
Prefer not to say	13.6%
Total	100.0%

The 'prefer not to say' figure continues to decrease year on year, down from 15.1% in 2021/2022 and 14.3% in 2022/2023. It is hoped that the work of the Faith Group and awareness-raising by Human Resources as part of the new HR & Payroll system iTrent roll-out around why the information is requested, the ease of updating the system, and how it is used, will continue to reduce that figure enabling more robust data analysis in the future.

The Chaplaincy Team is affiliated to, and works with, Student Services to offer pastoral care on a multi-faith basis and provides support to both students and staff of the University. Belonging to different faith traditions, the team meets regularly to ensure a coordinated approach to faith matters whilst respecting the different beliefs and traditions held.

NB: Overall, the proportion of institutions returning information on trans status, religion and belief, and sexual orientation improved considerably since last year because of HESA making these returns mandatory for institutions in England and Wales.

Specifically, 88.2% of institutions returned data on trans status, 97.2% on religion and belief and 96.7% on sexual orientation in 2022/23, compared with 64.6%, 74.8% and 75.7%, respectively, in 2021/22.

Out of the four nations, Wales had the highest proportion of institutions returning data on the additional protected characteristics, with all nine returning information on trans status, religion and belief and sexual orientation in 2022/23.

Sexual Orientation

30

All staff by sexual orientation in %

Bisexual	2.2%
Gay or lesbian	2.4%
Heterosexual or straight	77.9%
Other sexual orientation	0.9%
Prefer not to say	15.1%
No information	1.5%
Total	100.0%

The 'Prefer not to say' figure has been gradually reducing each year and this trend has continued albeit slightly this year, reducing from 15.9% to 15.1%. The figure had been very high, at 23.4% in 2018 before the creation of the LGBTQ+ Network. It is hoped that the work of the LGBTQ Network including events along with awareness-raising by Human Resources as part of the new HR & Payroll system iTrent roll-out around why the information is requested, the ease of staff updating the system themselves, and how it is used, will continue to reduce that figure enabling more robust data analysis in the future.

Trans

31

All staff by Trans status

Gender now is different to that at birth	0.7%
Gender now is the same as at birth	79%
Prefer not to say	6.1%
Not available	14.2%
Total	100.0%

NB: Overall, the proportion of institutions returning information on trans status, religion and belief, and sexual orientation improved considerably since last year because of HESA making these returns mandatory for institutions in England and Wales.

Specifically, 88.2% of institutions returned data on trans status, 97.2% on religion and belief and 96.7% on sexual orientation in 2022/23, compared with 64.6%, 74.8% and 75.7%, respectively, in 2021/22.

Out of the four nations, Wales had the highest proportion of institutions returning data on the additional protected characteristics, with all nine returning information on trans status, religion and belief and sexual orientation in 2022/23.

Pregnancy, Maternity & Family-friendly

56 staff took maternity leave during the reporting period.

10 staff took paternity leave during the period.

2 staff took shared parental leave.

0 staff took parental leave.

1 member of staff took adoption leave.

44 Flexible Working Requests were received during the reporting period, 43 were agreed and one was declined.

Inclusive Bangor Scholarships

Three 'Inclusive Bangor Scholarships' were awarded to exceptional Bangor University 2023 graduates. The scholarships (which cover up to £9500 of course fees) enabled these talented and enthusiastic students to continue their studies at Bangor.



Kodi Edwards, 24, from St. Kitts and Nevis in the Caribbean, is studying for an MSc in Marine Biology in the School of Ocean Sciences, and said: *"I am very grateful to have been awarded the Inclusive Bangor Scholarship. It will allow me to receive the necessary education to confidently partake in future research as a marine biologist and to be involved in EDI work. This is important to me as it allows me to participate in initiatives to increase the diversity and inclusion efforts of the school. As a young black female, I would like to see more people like me entering ocean sciences. I believe that by putting myself in this position, where I can showcase a person of colour actively pursuing this field of study, will encourage others to pursue it."*



Kia Brett, 25, from Northamptonshire, is studying for an MA in Language Acquisition and Development in the School of Arts, Culture and Language. Kia said, *"As an autistic woman I have faced countless barriers and challenges throughout my life and education. It is therefore very important to me that no individual should be prevented from achieving their goals in the face of EDI challenges. The main reason I feel such a connection to Bangor University is down to their already incredible work in ensuring EDI is a top priority. I'm extremely grateful to have been awarded the Inclusive Bangor Scholarship for this academic year, and I'm excited to be a part of contributing to the University's and my School's EDI work."*



Elsie Pearce, 25, originally from the West of England, is studying for an MSc in the Principles of Clinical Neuropsychology in the School of Psychology and Sport Sciences. Elsie said, *"Being an elected officer last year was an incredibly meaningful experience that enabled me to represent students on issues including accessibility, EDI, and mental health. I saw first-hand how collaboration and opening doors for underrepresented groups can create profound systemic change towards equity, reducing barriers to access, and promoting intersectionality. Receiving the Inclusive Bangor Scholarship means that I will be able to continue my work in representation and advocacy to actively support our ongoing EDI work at Bangor (and in Undeb Bangor) to create lasting positive change."*

Recruitment

During the reporting academic year **254** jobs were posted (advertised). There were **2578** applicants (some applicants may have applied for more than one vacant role in which case they will be counted more than once).

207 people were hired (a further 29 were at different stages of being offered but hadn't yet been hired/started their employment).

Of the 207 people who were appointed (hired):

59.9% were female (during the same reporting period 59.9% of all University staff were female).
34.3% were male.
5.8% did not provide information.

12.6% were disabled (during the same reporting period 9.1% of all University staff identified as disabled).
80.7% were not disabled.
6.7% did not provide information.

12.6% were ME (during the same reporting period 9.2% of all University staff identified as ME).
80.2% were White.
7.2% did not provide information.

Recruitment outcomes by headcount

Hired	207
In Process	206
Invitation	
Declined	2
Offer accepted	12
Offer declined	15
Offered	3
Closed	60
Withdrawn	131
Unsuccessful	1984
Open	10
New/in process	154
Total	2578

Age

Of the **2578** recruitment applicants **206** declined to disclose their age. Of the **2372** who did give their age, the average age was **35.8 years**.

32

All applicants by gender in %

Gender	% of applicants
Female	49.4%
Male	50%
No info provided	0.6%
Total	100.0%

33

Recruitment outcomes by gender (the sex you identify with) in %

Outcome	No info provided	Do not wish to answer	Female	Male	Other	Total
Closed	1.7%	1.7%	51.7%	45.0%	0.0%	100.0%
Hired	3.4%	2.4%	59.9%	34.3%	0.0%	
Invitation Declined	0.0%	0.0%	50.0%	50.0%	0.0%	100.0%
Offer accepted	0.0%	8.3%	75.0%	16.7%	0.0%	100.0%
Offer declined	6.7%	0.0%	46.7%	46.7%	0.0%	100.0%
Offered	0.0%	0.0%	33.3%	66.7%	0.0%	100.0%
Open	0.0%	0.0%	20.0%	80.0%	0.0%	100.0%
Unsuccessful	0.4%	2.1%	46.8%	50.5%	0.3%	100.0%
Withdrawn	0.0%	2.3%	61.8%	35.9%	0.0%	100.0%
New/In process	0.0%	2.6%	45.5%	51.9%	0.0%	100.0%
Total	0.6%	2.1%	48.7%	48.4%	0.2%	100.0%

34

All applicants by disability in %

	% of applicants
Disabled	10.9%
Do not wish to answer	5.1%
No info provided	0.6%
No known disability	83.4%
Total	100.0%

35

Recruitment outcomes by disability in %

Outcome	Disabled	Do not wish to answer	No info provided	No known disability	Total
Hired	12.6%	3.4%	3.4%	80.7%	100.0%
Closed	15.0%	8.3%	1.7%	75.0%	100.0%
Invitation Declined	0.0%	0.0%	0.0%	100.0%	100.0%
New/In process	7.8%	6.5%	0.0%	85.7%	100.0%
Offer accepted	8.3%	0.0%	0.0%	91.7%	100.0%
Offer declined	6.7%	0.0%	6.7%	86.7%	100.0%
Offered	33.3%	0.0%	0.0%	66.7%	100.0%
Open	0.0%	0.0%	0.0%	100.0%	100.0%
Unsuccessful	10.9%	5.2%	0.4%	83.5%	100.0%
Withdrawn	11.5%	4.6%	0.0%	84.0%	100.0%
Total	10.9%	5.1%	0.6%	83.4%	100.0%

36

All applicants by ethnicity in %

	% of applicants
ME	39.8%
Do not wish to answer	4.7%
No info provided	0.6%
White	54.8%
Total	100.0%

37

Recruitment outcomes by broad ethnicity in %

Outcome	ME	Do not wish to answer	No info provided	White	Total
Hired	12.6%	3.9%	3.4%	80.2%	100.0%
Closed	23.3%	11.7%	1.7%	63.3%	100.0%
Invitation Declined	0.0%	0.0%	0.0%	100.0%	100.0%
New/In process	51.9%	3.2%	0.0%	44.8%	100.0%
Offer accepted	16.7%	16.7%	0.0%	66.7%	100.0%
Offer declined	26.7%	0.0%	6.7%	66.7%	100.0%
Offered	33.3%	0.0%	0.0%	66.7%	100.0%
Open	60.0%	0.0%	0.0%	40.0%	100.0%
Unsuccessful	44.0%	4.9%	0.4%	50.8%	100.0%
Withdrawn	16.0%	1.5%	0.0%	82.4%	100.0%
Total	39.8%	4.7%	0.6%	54.8%	100.0%

Promotion

This information covers two promotion rounds with closing dates between 31 July 2023 and 31 January 2024.

In total **196 staff applied for promotion**, of these 123 members of staff were promoted 'successful, 4 received an accelerated increment or discretionary award and one is ongoing. 68 members of staff were unsuccessful.

38

Promotion applications by gender in %

Gender	% of applications
Female	53.1% (104 staff)
Male	46.9% (92)
Total	100.0%

39

Promotion outcomes by gender in %

Outcome	Female	Male	Total
Successful	51.2%	48.8%	100.0%
Unsuccessful	54.4%	45.6%	100.0%
Accelerated Increment	100.0%	0.0%	100.0%
Discretionary Award	100.0%	0.0%	100.0%
Total	53.1%	46.9%	100.0%

40

Promotion applications by disability in %

	% of applications
Disabled	14.8% (29)
Information refused	3.1% (6)
No known disability	82.1% (161)
Total	100.0%

41

Promotion outcomes by disability in %

Outcome	Disabled	Information refused	No known disability	Total
Successful	13.8%	4.9%	81.3%	100.0%
Unsuccessful	16.2%	0.0%	83.8%	100.0%
Accelerated Increment	50%	0.0%	50%	100.0%
Discretionary Award	0.0%	0.0%	100%	100.0%
Total	14.8%	3.1%	82.1%	100.0%

42

Promotion applications by ethnicity in %

	% of applications
ME	9.7%
Information refused	1.5%
White	88.8%
Total	100.0%

43

Promotion outcomes by ethnicity in %

Outcome	ME	Information refused	White	Total
Successful	11.4%	0.8%	87.8%	100.0%
Unsuccessful	7.4%	3%	89.7%	100.0%
Accelerated Increment	0.0%	0.0%	100.0%	100.0%
Discretionary Award	0.0%	0.0%	100.0%	100.0%
Total	9.7%	1.5%	88.8%	100.0%

44

Promotion applications by full-time or part-time in %

	% of applications
Full-time	82.1%
Part-time	17.9%
Total	100.0%

45

Promotion outcomes by full-time or part-time in %

Outcome	Full-time	Part-time	Total
Successful	79.6%	20.3%	100.0%
Unsuccessful	85.3%	14.7%	100.0%
Accelerated Increment	100.0%	0.0%	100.0%
Discretionary Award	100.0%	0.0%	100.0%
Total	82.1%	17.9%	100.0%

Leavers

During the academic year 2023 – 2024, **349 staff left their employment** at the University, equating to **14% of staff** (of the total 2358 staff employed during the period).

Of all leavers:

58.2% were female, 41.8% were male.

10.6% identified as disabled.

12.3% identified as Minority ethnic (ME).

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All leavers by reason for leaving in % and headcount

Reason for leaving	% of leavers	Headcount
End of fixed term contract	44.7%	156
Resignation	41%	143
Retirement (excl ill-health)	6%	21
Voluntary redundancy/severance	5.4%	19
Other (includes dismissal & ill-health)	2.3%	8
Death	0.6%	2
Total	100.0%	349

47

All leavers by gender and reason for leaving by % of total

Reason for leaving	Female	Male	Total
End of fixed term contract	27.2%	17.5%	44.7%
Resignation	22.6%	18.3%	41.0%
Retirement (excl ill-health)	4.3%	1.7%	6.0%
Voluntary redundancy/severance	3.2%	2.3%	5.4%
Other (includes dismissal & ill-health)	0.9%	1.4%	2.3%
Death	0.0%	0.6%	0.6%
Total	58.2%	41.8%	100.0%

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All leavers by gender by reason for leaving as a % of each reason

Reason for leaving	Female	Male	Total
End of fixed-term contract	60.9%	39.1%	100.0%
Resignation	55.2%	44.8%	100.0%
Retirement (excl ill-health)	71.4%	28.6%	100.0%
Voluntary redundancy	57.9%	42.1%	100.0%
Other (includes dismissal and ill-health)	37.5%	62.5%	100.0%
Death	0.0%	100.0%	100.0%
Total	53.1%	46.9%	100.0%

48

All leavers by disability and reason for leaving by % of total

Reason for leaving	Disabled	No known disability	Prefer not to say	Total
End of fixed-term contract	5.4%	35.2%	4.0%	44.7%
Resignation	3.2%	32.1%	5.7%	41%
Retirement (excl ill-health)	0.9%	5.2%	0.0%	6.0%
Voluntary redundancy	0.6%	4.9%	0.0%	5.4%
Other (includes dismissal and ill-health)	0.6%	1.1%	0.6%	2.3%
Death	0.0%	0.6%	0.0%	0.6%
Total	10.6%	79.1%	10.3%	100.0%

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All leavers by disability and reason for leaving as a % of each reason

Reason for leaving	Disabled	No known disability	Prefer not to say	Total
End of fixed-term contract	12.2%	78.8%	9%	100.0%
Resignation	7.7%	78.3%	14%	100.0%
Retirement (excl ill-health)	14.3%	85.7%	0.0%	100.0%
Voluntary redundancy	10.5%	89.5%	0.0%	100.0%
Other (includes dismissal and ill-health)	25.0%	50.0%	25%	100.0%
Death	0.0%	100.0%	0.0%	100.0%
Total	10.6%	79.1%	10.3%	100.0%

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All leavers by ethnicity and reason for leaving by % of total

Reason for leaving	ME	Prefer not to say	White	Total
End of fixed-term contract	7.4%	1.8%	35.5%	44.7%
Resignation	4.6%	4.9%	31.2%	41.0%
Retirement (excl ill-health)	0.0%	0.0%	6.0%	6.0%
Voluntary redundancy	0.0%	0.0%	5.4%	5.4%
Other (includes dismissal and ill-health)	0.3%	0.3%	1.7%	2.3%
Death	0.0%	0.0%	0.6%	0.6%
Total	12.3%	7.2%	80.5%	100.0%

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All leavers by ethnicity and reason for leaving as a % of each reason

Reason for leaving	Prefer not to			Total
	ME	say	White	
End of fixed-term contract	16.7%	3.8%	79.5%	100.0%
Resignation	11.2%	12.6%	76.2%	100.0%
Retirement (excluding ill-health)	0.0%	0.0%	100.0%	100.0%
Voluntary redundancy	0.0%	0.0%	100.0%	100.0%
Other (includes dismissal and ill-health)	12.5%	12.5%	75.0%	100.0%
Death	0.0%	0.0%	100.0%	100.0%
Total	12.3%	7.2%	80.5%	100.0%

Embedding Equality

The University recognises that appropriate staff training regarding equality, diversity and inclusion is an important and effective way of fostering good relations between people from different groups, eliminating discrimination and advancing equality of opportunity.

Our workplace training provision is now available in a variety of ways, both in-person and online to enable improved access.

We have a programme of equality training designed to meet the needs of staff and to promote an inclusive workplace:

- All newly appointed staff complete their induction online via the Blackboard virtual learning environment and there is also an in-person event where there is the added benefit of getting people to meet new colleagues and discuss these important topics. As part of their induction all staff are required to complete the University's online equality and diversity training package and the Unconscious Bias training also.
- Mandatory Training – given the importance of many of the training packages available to staff a small team began working on the development of a suite of mandatory training in 2023. The University executive agreed that mandatory training would include 10 modules that staff would need to complete every two years. Equality Training and Unconscious Bias are included as core along with things like Health and Safety. It was a complicated task to build a reporting system to track completion rates, but this was deemed a critical element so individual staff members and their line managers could view training progress. The work was ongoing with a deadline of implementation / going live in October 2024.
- Equality training provision has been tailored to meet the needs of specific groups of staff e.g. student wardens, Students' Union Sabbatical Officers, staff undertaking equality impact assessments and in-person training for manual staff.

- Equality for Managers training is provided in the form of half-day workshops some online and some in-person that take place three or four times a year with sessions in both Welsh and English. This training has now been incorporated into The Bangor Manager Programme making it essential that all managers undertaking this training programme attend equality training. Additional tailored training is available upon request for specific teams. During the reporting period 110 member of staff completed Equality Training.
- Staff involved in the Recruitment and Selection process must also attend specific training, this is also built in as a fundamental part of the Bangor Manager Programme and during the reporting period 16 managers completed the training.
- Our Unconscious Bias online module has been updated and continues as an essential requirement for all new staff to complete as part of their induction. During the reporting period 64 members of staff completed this training.
- i-act training was introduced as part of our Health and Wellbeing Programme in Early 2023. This is a programme developed specifically to enable participants to understand and support mental health and wellbeing in the workplace. As part of our commitment to this agenda 5 members of staff have qualified as in-house trainers during the reporting period which now enables us to ensure this training is a constant offering on the training schedule. There are workshops for both staff and managers, available bilingually online or in-person across campus. Between 1/8/23 and 31/7/24 35 managers attended this one- day training programme.
- In additional bespoke training has been designed and delivered on the following: Trans awareness, Race Equality Charter development and engagement, equality training for catering and hospitality staff.

We seek to thread equality into much of the staff training that we provide across many topics, for example we will discuss reasonable adjustments within our Sickness Absence Management training for managers as well as in our Equality for Managers workshops. Unconscious bias is covered in some detail in our Recruitment and Selection training as well as within the Unconscious Bias module. Wherever possible we link and merge learning themes in addition to having stand-alone topics.

Equality Impact Assessments

The revised Equality Impact Assessment (EIA) template form and associated guidance continues to be used by managers across the whole University.

Training on carrying out Equality Impact Assessments has been incorporated within the 'Equality for Managers' half-day workshop and the EIA template form and guidance is published on our Human Resources webpages.

Staff Casework

During the academic year 2023 – 2024 Human Resources managed the following formal casework:

Formal capability cases:

7 cases, of which

- 5 males, 2 female.
- All white members of staff (7).
- 2 No known disability, 1 information refused, 4 declared a disability

Formal disciplinary cases:

4 cases, of which

- 3 males, 1 female.
- 4 white members of staff.
- 4 No known disability.

Formal grievances:

6 cases, of which

- 4 female, 2 male
- 5 white members of staff.
- 4 No known disability, 1 declared a disability.

Formal probation cases (failing probation):

None.



This report has been produced in accessible format and is also published in Welsh.

Prepared and published by Bangor University Human Resources and approved by the Equality, Diversity & Inclusion and Wellbeing Committee.