



PRIFYSGOL
BANGOR
UNIVERSITY

EQUAL PAY AUDIT 2021





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EXECUTIVE SUMMARY

Following discussion and agreement with Bangor University recognised Trades Unions, the coverage period for the report is 1 April 2020 to 31 March 2021 thus closer aligning the reporting period of both the Equal Pay Audit and Gender Pay Gap audit (which, for public bodies is March annually).

The audit was undertaken jointly with Bangor University's recognised Trades Unions (UCU, Unite, Unison).

The majority of University staff fall within the single spine pay scale and accordingly have been allocated role profiles based on HERA analysis thus categorising them as '*like work*'. Bangor University have identified, and use, 9 grades on the single spine (Appendix A). *Professorial* roles fall within the appropriate band for *Professorial* staff (Appendix B) which include Band 1 (for first entry to the professorial route), Band 2 (for individuals with well-established reputation) and Band 3 (for major academic figureheads).

For roles which fall within the single spine pay scale, Role profiles are allocated to grades based on their HERA score – each grade has an upper and lower score for their boundary thus it is also possible to analyse '*work rated as equivalent*'.

The audit also covers roles which fall outside the single spine and professorial banding e.g., those remunerated above the 51 points. The audit does not include the Vice-Chancellor, staff employed at the University's subsidiary companies or Tir na-Nog (a commercially competitive business on unique terms and conditions of employment).

Bangor University has no gender grade pay gaps in the 51 point pay structure implemented as part of the Framework Agreement.



Top level reports continue to indicate pay variances in the groupings *Pay Greater than pt 51 (excluding Professorial)* - (i.e., Directors) with a pay variance of 9.64% in favour of males. This has increased since 2018 (the pay variance stood at 5.22% in favour of males at that point) and has almost returned to the position as was in 2016 (9.99% in favour of males). However, analysis of this variance, based on Sector level market data (UCEA Senior Staff Remuneration for 2020) has shown that no pay gaps exist with the majority of the roles covered by this grouping being unique, individual roles and where roles overlapped areas of specialism, analysis showed that no pay variances existed in such instances.

In addition to gender-based reports analysis was also undertaken in relation to disability and ethnicity. Three main contributing factors were identified as being the primary reasons for the variances

- Duration in post (experience/ Distribution across scale based on length of service).
- Individuals in receipt of contribution awards
- Pre employment salaries being matched to enable recruitment.

An action plan to address issues arising from this review and for future Equal Pay reviews is recommended as follows:

- Review policies/procedures related to areas identified as being factors in pay variances:
 - Starting Salary. Common theme identified in this and previous audits to be considered (e.g., matching salaries)
 - Pay Progression. Common theme identified in this and previous audits to be considered (e.g., contribution awards)

Ensure all policies are Equality Impact Assessed and any potential issues identified are addressed.



- Continue to conduct Equal Pay monitoring reviews on a triannual basis covering:
 - Gender by grade
 - Ethnicity by grade
 - Disability by grade
 - Gender by role profile



1. INTRODUCTION

- 1.1 Bangor University is committed to providing equal access, equal rights, and equal justice to all. Against this background, all members of staff will be treated fairly and provided with equality of opportunity and decisions on appointment, advancement, promotion, and career management which will be based solely on individual ability, effective performance and the needs of the University, irrespective of employment or contractual status and personal circumstances i.e., part time, fixed term, career breaks, etc. The University supports the principle of equal pay for work of equal value.
- 1.2 The Equality Act came into force on 1 October 2010 (the Public Sector Equality Duty aspect came into effect on 1 April 2011). The Act requires that Public Sector employers give due regard to the need to eliminate discrimination and promote equality in relation to reducing gender pay inequality. The University aims to achieve this by not only conducting annual Gender Pay Gap reports but by also conducting triannual Equal Pay Audits.
- 1.3 An Equal Pay Audit compares the pay of men and women doing equal work. It aims to identify any equal pay gaps (5% or more) and provide an explanation / justification, using objective criteria, of why a gap exists. Where gaps cannot satisfactorily be explained / justified an audit should identify how the matter can be addressed by means of an action plan. Whilst gender forms the primary basis of an audit it may also cover other protected characteristics such as ethnicity, disability, age. It is important that the data set being reviewed / audited is sufficiently comprehensive.
- 1.4 The audit was undertaken jointly with Bangor University's recognised Trades Unions (UCU, Unite, Unison)



2. COVERAGE

- 2.1 The majority of University staff fall within the single spine pay scale and accordingly have been allocated role profiles based on HERA analysis thus categorising them as *'like work'*. Bangor University have identified, and use, 9 grades on the single spine (Appendix A). *Professorial* roles fall within the appropriate band for *Professorial* staff (the University, following considerable work with UCU, expanded the single spine in August 2015 to include *Professorial* roles (Appendix B)): Band 1 (for first entry to the professorial route), Band 2 (for individuals with well-established reputation) and Band 3 (for major academic figureheads).
- 2.2 For roles which fall within the single spine pay scale, Role profiles are allocated to grades based on their HERA score – each grade has an upper and lower score for their boundary thus it is also possible to analyse *'work rated as equivalent'*.
- 2.3 The audit covers the period 1 April 2020 to 31 March 2021.
- 2.4 Data was extracted from the Human Resources/Payroll system to enable analysis.
- 2.5 To enable analysis, where members of staff are part-time, pay is reported as FTE to facilitate the calculation of average basic pay.
- 2.6 To protect anonymity data has been rounded using the rules – data results ≤ 3 rounded down to 0, data results $>3 < 5$ rounded to 5.
- 2.7 Data has been analysed as the percentage difference using the male salary as the base. Where reports indicate positive differences, these are in favour of males, negative differences (-%) are in favour of females.
- 2.8 This audit focuses on gender, ethnicity, and disability.



3. FINDINGS

3.1 Four pay variance reports were produced:

Grade & Gender

Role Profile & Gender

Grade & Disability

Grade & Ethnicity

3.2. Table 1.1 shows average (mean) male and female full time equivalent (FTE) basic pay for each of the Grades/salary groupings in operation at Bangor University.

In accordance with standard practice, pay variances of 5% or more (highlighted in blue in all tables) should be considered as significant and the reasons for the variance should be investigated. Patterns of pay variances of 3% or more should also be investigated as possible indication of underlying issues.



TABLE 1.1: AVERAGE (MEAN) BASIC PAY BY GRADE & GENDER (WORK RATED AS EQUIVALENT)

GRADE	NUMBER OF EMPLOYEES		AVERAGE BASIC PAY (£)			% of Pay Variance
	Female	Male	Female	Male	Female pay as % of male pay (Pay Variance)	
G001	42	18	16,736	16,736	100.00	0.00
G002	76	48	17,047	17,120	99.57	0.43
G003	20	51	19,144	19,388	98.74	1.26
G004	89	38	21,684	21,870	99.15	0.85
G005	117	49	25,273	25,175	100.39	-0.39
G006	258	102	30,985	30,864	100.39	-0.39
G007	399	200	38,729	37,965	102.01	-2.01
G008	165	129	47,030	47,741	98.51	1.49
G009	89	117	57,254	58,034	98.66	1.34
Group Llandrillo Menai	7	0	36,661	37,296	98.30	1.70
KTP	0	0	28,000	-	0.00	0.00
Manual Personal	5	0	21,963	-	0.00	0.00
Marie Curie	5	0	41,682	32,576	127.95	-27.95
Stipend	0	5	40,323	53,175	75.83	24.17



GRADE	NUMBER OF EMPLOYEES		AVERAGE BASIC PAY (£)			% of Pay Variance
	Female	Male	Female	Male	Female pay as % of male pay (Pay Variance)	
Pay Greater than pt 51 (excluding Professorial)	8	10	84,013	92,975	90.36	9.64
Professorial Band 1	27	39	65,756	68,715	95.69	4.31
Professorial Band 2	5	17	86,253	85,387	101.01	-1.01
Professorial Band 3	0	5	100,881	104,239	96.78	3.22
Clinical Lecturer	0	0	43,519	-	0.00	0.00
Clinical Senior Lecturer	0	5	103,806	97,624	106.33	-6.33
Clinical Professor	0	0	103,806	103,806	100.00	0.00
Clinical Researcher	0	0	-	103,806	0.00	0.00
GP Scale	0	0	97,487	94,029	103.68	-3.68

For anonymity purposes rounding rules have been applied to the data.

Data results <=3 rounded down to 0

Data results >3<5 rounded to 5

3.3 It can be seen from Table 1.1 that there are 4 areas indicating grade gender pay variances: *Marie Curie*, *Stipend*, *Pay greater than point 51 (excluding Professorial)* and *Clinical Senior Lecturer*. The salaries for staff in the grade groupings *Marie Curie* and *Stipend* are set externally by the funding source and are therefore not within our control. Whilst this is the case, analysis shows there are distinct roles in the area of *Marie Curie* which are being undertaken, which primarily were none comparable (differing areas of discipline and/or differing *Marie Curie* Funding routes e.g., ITN, IF etc). For the area of *Stipend* analysis



showed that primarily the roles were undertaken in non comparable areas. However, where roles were undertaken in the same discipline field evidence existed to show that roles were of a clear distinct difference in levels of seniority.

There continues to be a pay variance (9.64% in favour of males) for the grouping *Pay Greater than pt 51 (excluding Professorial)* - (i.e., Directors), this has increased since 2018 (the pay variance stood at 5.22% in favour of males at that point) and has almost returned to the position as was in 2016 (9.99 in favour of males).

Analysis of this variance, based on Sector level market data (UCEA Senior Staff Remuneration for 2020), showed the distribution of salaries for those paid in this grouping, by quartiles, based on area of specialism as follows:

	Female staff	Male Staff
< Lower Decile	0.0%	30.0%
Between Lower Decile and Lower Quartile	37.5%	40.0%
Between Lower Quartile & Median	25.0%	20.0%
Between Median & Mean	25.0%	0.0%
Between Mean & Upper Quartile	12.5%	10.0%

The majority of the roles covered by this grouping are unique, individual roles. Where roles overlapped areas of specialism, analysis showed that no pay variances existed in such instances.

Clinical Senior Lecturer indicates a pay variance of -6.33% in favour of females. This variance is a result of length of service in post and incremental progression accordingly. In comparing the appointments of male/female staff for this band within a similar period, no pay variance existed.



- 3.4 As part of the Framework Agreement all roles aligned to the single salary spine were assigned role profiles. Role profiles were created by interviewing sample staff undertaking specific duties in order to create a generic overview of what a role could be expected to undertake. On implementation all posts were assigned such role profiles and new appointments since implementation have similarly been assigned appropriate role profiles.

Table 1.2 shows average (mean) male and female full time equivalent (FTE) basic pay for each of the Role Profiles in operation at Bangor University.



TABLE 1.2: AVERAGE (MEAN) BASIC PAY BY ROLE PROFILE & GENDER (LIKE WORK)

ROLE PROFILE	NUMBER OF EMPLOYEES		AVERAGE BASIC PAY (£)			% of Pay Variance
	Female	Male	Female	Male	Female pay as % of male pay (Pay Variance)	
Academic Co-Ordinator 1	10	0	39,427	40,322	97.78	2.22
Academic Co-Ordinator 2	0	0	46,800	0	0.00	0.00
Academic Officer/ Practitioner 1	24	0	37,843	35,845	105.57	-5.57
Academic Officer/ Practitioner 2	0	0	48,114	53,024	90.74	9.26
Administrative Assistant	65	15	31,437	31,397	100.13	-0.13
Administrative Officer	110	36	39,557	38,847	101.83	-1.83
Catering Assistant	42	18	16,736	16,736	100.00	0.00
Catering Supervisor	5	8	17,205	17,130	100.44	-0.44
Chief Technician	0	10	40,322	39,790	101.34	-1.34
Clerical Assistant	7	5	19,457	19,226	101.20	-1.20
Clerical Officer	75	20	21,718	21,718	100.00	0.00
Clerical Support Assistant	5	5	17,298	17,282	100.09	-0.09
Day Security & Response Operative	0	13	0	19,694	0.00	0.00
Executive Officer	11	17	57,520	58,296	98.67	1.33
Facilities Assistant	9	7	19,086	18,567	102.80	-2.80
Facilities Assistant Manager	0	6	25,941	25,459	101.89	-1.89
Facilities Manager	5	6	33,143	32,196	102.94	-2.94
Facilities Senior Manager	5	0	40,322	40,322	100.00	0.00
Facilities Supervisor	5	5	21,603	22,417	96.37	3.63
Graduate Teaching Assistant	39	14	29,153	28,048	103.94	-3.94
Groundsperson	0	5	0	19,612	0.00	0.00
Instrumental/Vocal Tutor Level 1	6	6	39,576	37,742	104.86	-4.86
Instrumental/Vocal Tutor Level 2	5	0	38,147	40,322	94.61	5.39



ROLE PROFILE	NUMBER OF EMPLOYEES		AVERAGE BASIC PAY (£)			% of Pay Variance
	Female	Male	Female	Male	Female pay as % of male pay (Pay Variance)	
Junior Technician	0	5	17,846	18,493	96.50	3.50
Labourer-Handyperson	0	5	0	19,825	0.00	0.00
Lecturer 1 Teaching & Research	5	7	39,861	39,353	101.29	-1.29
Lecturer 1 Teaching & Scholarship	54	22	36,877	37,391	98.62	1.38
Lecturer 2 Teaching & Research	20	22	47,202	46,970	100.49	-0.49
Lecturer 2 Teaching & Scholarship	82	50	46,691	47,145	99.04	0.96
Maintenance Operative	0	5	0	21,686	0.00	0.00
Maintenance Technician	0	0	0	26,396	0.00	0.00
Multi Tasked Facilities Operative	67	35	17,018	17,083	99.62	0.38
Night Security & Response Operative	0	12	19,612	19,628	99.92	0.08
Personal Assistant	5	0	25,212	0	0.00	0.00
Reader Teaching & Research	10	26	61,087	60,806	100.46	-0.46
Reader Teaching & Scholarship	5	0	60,905	61,816	98.53	1.47
Research Fellow	14	16	45,440	46,835	97.02	2.98
Research Officer	74	66	37,756	37,003	102.04	-2.04
Research Project Support Officer	46	21	28,618	29,038	98.55	1.45
Security Officer	0	0	0	17,682	0.00	0.00
Security Supervisor	0	5	0	23,067	0.00	0.00
Senior Clerical Officer	104	15	25,384	25,074	101.24	-1.24
Senior Lecturer Teaching & Research	26	51	56,226	56,548	99.43	0.57
Senior Lecturer Teaching & Scholarship	35	16	56,345	57,995	97.16	2.84
Senior Officer	47	40	47,727	48,947	97.51	2.49
Senior Personal Assistant	20	5	32,503	32,816	99.04	0.96



ROLE PROFILE	NUMBER OF EMPLOYEES		AVERAGE BASIC PAY (£)			% of Pay Variance
	Female	Male	Female	Male	Female pay as % of male pay (Pay Variance)	
Senior Research Fellow	5	6	58,140	55,996	103.83	-3.83
Senior Technician	6	24	32,980	31,880	103.45	-3.45
Teaching Technician	0	0	38,017	42,793	88.84	11.16
Technician 1	9	7	21,453	21,582	99.40	0.60
Technician 2	8	26	23,686	25,074	94.46	5.54
Translator/Simultaneous Translator	5	5	41,146	37,379	110.08	-10.08
Tutor/Teaching Associate 1	97	40	39,341	38,142	103.15	-3.15
Tutor/Teaching Associate 2	9	5	40,829	40,322	101.26	-1.26
Welsh Language Tutor	84	19	32,490	32,524	99.89	0.11

For anonymity purposes rounding rules have been applied to the data.

Data results ≤ 3 rounded down to 0 Data results $>3 < 5$ rounded to 5

It can be seen from Table 1.2. that there are significant gender pay variances in 6 role profiles which require further investigation: *Academic Officer/Practitioner 1*, *Academic Officer/Practitioner 2*, *Instrumental/Vocal Tutor Level 2*, *Teaching Technician*, *Technician 2* and *Translator/Simultaneous Translator*.

Analysis of the *Academic Officer/Practitioner 1* (-5.57% variance in favour of females) indicates variance is a result of female role holders length of service being greater than male role holders who are at the early stages of their career in their particular role.

The *Academic Officer/Practitioner 2* variance (9.26% variance in favour of males) is a result of a Male role holder being in receipt of Discretionary awards resulting from assimilation to grade as part of the introduction of the Framework Agreement.



In reviewing the *Instrumental/Vocal Tutor 2* pay variance (5.39% in favour of males) it is evident that the variance is a result of length of service in role and thus incremental progression. The pay variance for the role profile *Teaching Technician* can be similarly explained with the variance of 11.16% in favour of males being a result of length of service in role resulting from female role holders relatively new promotion to grade plus the impact of a male role holder holding discretionary points resulting from a restructure.

Analysis of the *Technician 2* pay variance (5.54% variance in favour of males) indicates variance is a result of male role holders length of service being greater than female role holders who are at the early stages of their career in their particular role (over 60% of female role holders were new in post in reporting period and thus bottom of scale).

The *Translator/Simultaneous Translator* pay variance (-10.08% variance in favour of females) is primarily a result of female role holders length of service being greater than male role holders with not all male role holders having yet reached top of scale. In addition, a female role holder is also in receipt of Discretionary awards which impacts the variance slightly.

- 3.5 This report primarily focusses on gender. However, as mentioned earlier under 3.1 further pay variance reports were produced in the areas of *Disability* and *Ethnicity* at Grade level (work rated as equivalent). Tables 2 and 3 detail the findings.



TABLE 2: AVERAGE (MEAN) BASIC PAY BY GRADE & DISABILITY (WORK RATED AS EQUIVALENT)

GRADE	NUMBER OF EMPLOYEES		AVERAGE BASIC PAY (£)			% of Pay Variance
	Declared disabled	Not known to be disabled	Declared disabled	Not known to be disabled	Declared disabled pay as % of Not known to be disabled (Pay Variance)	
G001	7	47	16,736	16,736	100.00	0.00
G002	15	102	17,026	17,075	99.71	0.29
G003	11	57	19,060	19,388	98.31	1.69
G004	24	101	21,522	21,801	98.72	1.28
G005	20	141	24,893	25,283	98.46	1.54
G006	33	319	29,989	31,057	96.56	3.44
G007	54	531	38,342	38,485	99.63	0.37
G008	15	274	46,374	47,395	97.84	2.16
G009	12	190	55,990	57,773	96.91	3.09
Group Llandrillo Menai	0	8	0	36,740	0.00	0.00
KTP	0	0	0	28,000	0.00	0.00
Manual Personal	0	5	0	21,963	0.00	0.00
Marie Curie	0	5	0	39,405	0.00	0.00
Stipend	0	5	0	48,782	0.00	0.00



GRADE	NUMBER OF EMPLOYEES		AVERAGE BASIC PAY (£)			% of Pay Variance
	Declared disabled	Not known to be disabled	Declared disabled	Not known to be disabled	Declared disabled pay as % of Not known to be disabled (Pay Variance)	
Pay Greater than pt 51 (excluding Professorial)	0	17	70,000	90,109	77.68	22.32
Professorial Band 1	5	63	69,088	67,429	102.46	-2.46
Professorial Band 2	5	17	0	0	90.61	9.39
Professorial Band 3	0	5	0	0	91.26	8.74
Clinical Lecturer	0	0	0	43,519	0.00	0.00
Clinical Senior Lecturer	0	5	0	99,169	0.00	0.00
Clinical Professor	0	0	0	103,806	0.00	0.00
Clinical Researcher	0	0	0	103,806	0.00	0.00
GP Scale	0	5	0	95,182	0.00	0.00

* For anonymity purposes rounding rules have been applied to the data. In addition, due to small breakdown of numbers it may be necessary to present pay variance data only to guarantee anonymity

It can be seen from Table 2 that there are 3 significant grade disability pay variances in the areas of *Pay Greater than pt 51 (excluding Professorial)*, *Professorial Band 2* and *Professorial Band 3*.

The *Pay Greater than pt 51 (excluding Professorial)* indicates a pay variance of 22.32% in favour of individuals who have not identified as disabled. As with the analysis of the variance relating to gender for this particular group of roles, which are unique, individual roles, sector level market data (UCEA Senior Staff



Remuneration for 2020), evidence demonstrated that no variances existed in identical areas of discipline.

The pay variance within *Professorial Band 2* (9.39% in favour of individuals who have not identified as disabled) has increased marginally since 2018 (9.27% in favour of individuals not identified as disabled). Analysis of this variance indicated the variance was a result of length of service in role – over 30% of individuals who have identified as disabled being new to this pay band compared to slightly over 11% of individuals who have not identified as disabled thus primarily having progressed further up the salary band.

The pay variance within *Professorial Band 3* (8.74% in favour of individuals who have not identified as disabled) has increased by 3.64% since 2018. Analysis of the pay variance indicated length of service in role (thus higher up the pay band) combined with individuals new to the pay band being placed higher up the scale in order to match existing salaries as the primary factors.



TABLE 3: AVERAGE (MEAN) BASIC PAY BY GRADE & ETHNICITY (WORK RATED AS EQUIVALENT)

GRADE	NUMBER OF EMPLOYEES		AVERAGE BASIC PAY (£)			% of Pay Variance
	Black and Minority Ethnic	White	Black and Minority Ethnic	White	Black and Minority Ethnic pay as % of White pay (Pay variance)	
G001	0	57	16,736	16,736	100.00	0.00
G002	10	114	16,953	17,086	99.22	0.78
G003	0	71	0	19,320	0.00	0.00
G004	0	126	20,675	21,748	95.06	4.94
G005	5	161	24,499	25,268	96.96	3.04
G006	23	333	30,150	31,020	97.19	2.81
G007	44	550	37,393	38,544	97.01	2.99
G008	21	271	46,617	47,397	98.35	1.65
G009	14	186	58,456	57,637	101.42	-1.42
Group Llanddrillo Menai	0	8	0	36,740	0.00	0.00
KTP	0	0	0	28,000	0.00	0.00
Manual Personal	0	5	0	21,963	0.00	0.00
Marie Curie	0	5	33,000	41,541	79.44	20.56
Stipend	0	0	42,275	57,649	73.33	26.67



GRADE	NUMBER OF EMPLOYEES		AVERAGE BASIC PAY (£)			% of Pay Variance
	Black and Minority Ethnic	White	Black and Minority Ethnic	White	Black and Minority Ethnic pay as % of White pay (Pay variance)	
Pay Greater than pt 51 (excluding Professorial)	0	17	0	0	77.68	22.32
Professorial Band 1	5	61	68,635	67,412	101.81	-1.81
Professorial Band 2	0	21	0	0	112.85	-12.85
Professorial Band 3	0	7	0	102,585	0.00	0.00
Clinical Lecturer	0	0	0	43,519	0.00	0.00
Clinical Senior Lecturer	0	0	94,533	103,806	91.07	8.93
Clinical Professor	0	0	0	103,806	0.00	0.00
Clinical Researcher	0	0	0	103,806	0.00	0.00
GP Scale	0	5	0	95,182	0.00	0.00

* For anonymity purposes rounding rules have been applied to the data. In addition, due to small breakdown of numbers it may be necessary to present pay variance data only to guarantee anonymity

93% of the workforce are of a white ethnic background. Table 3 indicates there are 5 significant grade ethnicity pay variances in the areas of *Marie Curie, Stipend, Pay Greater than pt 51 (excluding Professorial), Professorial Band 2 and Clinical Senior Lecturer*.



As previously detailed, *Marie Curie* and *Stipend* roles are externally funded and therefore not within our control. Whilst top level reports indicate a pay variance of 20.56% in favour of White ethnic staff in the area of *Marie Curie*, analysis has indicated distinct roles are being undertaken, which primarily were none comparable (differing areas of discipline and/or differing *Marie Curie* Funding routes e.g. ITN, IF etc). Where 2 or more *Marie Curie* roles were being undertaken in the same area and staff of differing ethnic backgrounds employed, the funding routes differed.

With regards those employed under *Stipend* (pay variance of 26.67% in favour of White ethnic staff) analysis shows all roles to be distinct roles with differing funding routes (with the exception of 2 undertaken by White ethnic staff).

As with the pay variance in the analysis of Grade and Gender, the variance (22.32% in favour of White ethnic staff) for the grouping *Pay Greater than pt 51 (excluding Professorial)*, analysis of the ethnicity pay variance demonstrated the same evidence in that the roles covered by this grouping are unique, individual roles and that roles held by individuals of Black and Minority Ethnic background were not held by individuals of white ethnic background and vice versa.

Top level data for the *Professorial Band 2* grouping indicates a pay variance of -12.85% in favour of Black and Minority ethnic staff. Analysis of the data indicates the variance is a result of the implementation of the Professorial banding structure where individuals were assimilated to the appropriate banding based on existing salaries.

Analysis of the *Clinical Senior Lecturer* variance (8.93% in favour of White ethnic staff) indicates it is a result of length of service in post and incremental progression with Black and Minority ethnic staff being relatively new appointments compared to White ethnic staff.



4 STARTING SALARIES

- 4.1 The University's *Pay progression within grades and Contribution related pay* policy provides guidance on the starting salary for new staff. Individuals are normally appointed to the minimum point of the scale but may be appointed to a higher point if they have relevant skills and experience.

5 PAY PROGRESSION

- 5.1 The normal expectation for pay progression for University staff (primarily relating to those on the University's 51 point pay scale) is on the grounds of annual progression up to the contribution threshold for the grade, subject to established procedures dealing with performance problems. Additional increments are awarded in the normal pay range or in the contribution range and are used to recognise an individual's sustained excellent contribution over and above the normal expectation for the role, in the context of expected continuation at that level. This is covered by the University's *Pay progression within grades and Contribution related pay* policies.
- 5.2 The University's pay scales use the 51-point scale implemented as part of the Framework Agreement (Appendix A) and a Professorial salary scale containing 3 Professorial pay bands (Appendix B).
- 5.3 In addition to the standard incremental points within the grades there are Contribution (discretionary) points available. Contribution (discretionary) points increase the length of each scale by 2 points and overlap with the next grade up.



Contribution (discretionary) points are awarded to a member of staff who has reached the top of their incremental scale and are used to recognise that an individual has increased their contribution to the University's, College's, School's, or Department's objectives on an on-going basis. The level of contribution then becomes the normal expectation for that member of staff. Therefore, the same evidence will not attract additional recurrent or lump-sum, one-off payments. This is covered by the University's *Pay progression within grades and Contribution related pay* policies.

- 5.4 The audit indicated pay progression (resulting from length of service in role/individuals in receipt of contribution awards) as being key factors in the pay variances.

6 SALARY PROTECTION

- 6.1 Salary protection (payment of salary at a higher rate than the grade for the role) applies to a small number of roles (0.3%) where individuals have been redeployed from a higher graded role to a lower graded role. In such circumstances protection normally applies for a period of up to two years.

7 CONCLUSION

- 7.1 Bangor University has no gender grade pay gaps in the 51 point pay structure implemented as part of the Framework Agreement.

Top level reports continue to indicate pay variances in the groupings *Pay Greater than pt 51 (excluding Professorial)* - (i.e., Directors) with a pay variance of 9.64% in favour of males. This has increased since 2018 (the pay variance stood at 5.22% in favour of males at that point) and has almost returned to the position as was in 2016 (9.99% in favour of males).

However, analysis of this variance, based on Sector level market data (UCEA Senior Staff Remuneration for 2020) has shown that no pay gaps exist with the majority of the roles covered by this grouping being unique, individual roles and where roles overlapped areas of specialism, analysis showed that no pay variances existed in such instances.

7.2 Analysis of pay variances identified in other areas e.g., role profiles, ethnicity and disability indicate three main contributing factors as being the primary reasons for the variances

- Duration in post (experience)/ Distribution across scale based on length of service.
- Individuals in receipt of contribution awards
- Pre employment salaries being matched to enable recruitment.

8 ACTION PLAN

8.1 Review policies/procedures related to areas identified as being factors in pay variances:

- Starting Salary. Common theme identified in this and previous audits to be considered (e.g., matching salaries)
- Pay Progression. Common theme identified in this and previous audits to be considered (e.g., contribution awards)

Ensure all policies are Equality Impact Assessed and any potential issues identified are addressed.

8.2 Continue to conduct Equal Pay monitoring reviews on a triannual basis covering:

- Gender by grade
- Ethnicity by grade
- Disability by grade
- Gender by role profile

Appendix A PAY & GRADING STRUCTURE

spine point	1st Aug 2020		
51	62727		grade 10 Ac 5
50	60905		
49	59135	grade 9	
48	57418		
47	55751	Ac 4	
45	52559		
44	51034		
43	49553		grade 8
42	48114		
41	46718		Ac 3
40	45361		
39	44046		
38	42793		
37	41526		
36	40322	grade 7	
34	38017	Ac 2	
32	35845		
*	30		
29	32816		grade 6
28	31865		
26	30046		
25	29176		
24	28331		
22	26715		
21	25941	grade 5	
20	25217		
19	24461		
18	23754		
17	23067		
16	22417		
15	21814		grade 4
14	21236		
13	20675		
12	20130		
11	19612	grade 3	
10	19133		
9	18709		
8	18342		
7	18009		
6	17682		
5	17361		
4	17046		grade 2
3	16736	grade 1	
2	<-----Discontinued as of 1 April 2020		
1	<-----Discontinued as of 1 April 2017		

* normal starting point for Academic, Professional & Managerial staff

Appendix B

PROFESSORIAL SALARY BANDS

Point	Salary 1 Aug 20	Grade
1	62729	Introductory zone Professorial Band 1
2	63357	
3	63989	
4	65270	
5	66575	
6	67907	
7	69266	
8	70649	
9	72062	
10	73504	
11	74975	
12	76473	
13	78004	
14	79564	
15	81154	
16	82779	
17	84433	
18	86121	
19	87843	
20	89600	
21	91393	
22	93677	Professorial Band 3
23	96020	
24	98419	
25	100881	
26	103402	
27	105988	
28	108637	
29	111353	
30	114137	

* Individuals appointed within the Introductory Zone of Band 1 will automatically incrementally progress with effect from 1 August annually until they reach point 4. Points 5 onwards will be awarded through application to Senior Remuneration Committee