

# ANNUAL EQUALITY REPORT PUBLISHED 03/2019

**Data reporting period:**

The academic year:  
01/08/17 – 31/07/18



***BEYOND***

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## Foreword by Professor Jerry Hunter



During the academic year 2017 – 2018 the National Student Survey (NSS) once again placed Bangor in the top 10 of the UK's non-specialist Universities. The news follows the University's inclusion among the top 100 European Universities in the recent Times Higher Education (THE) European Teaching Rankings, the first university league table to focus solely on teaching and learning, demonstrating our commitment to teaching and learning excellence. This success is also driven by Bangor's commitment to providing a supportive, multicultural environment, and our promotion of widening access and inclusiveness.

We are also extremely proud of awards celebrating the success of women; Bangor University successfully applied for a Bronze Athena SWAN University award in April 2018. This was the first institution-level application under the extended post-May 2015 Athena SWAN charter. The School of Ocean Sciences' application for departmental Bronze, submitted in April 2018, was also successful. Recent statistics have revealed that almost half of all students studying a degree through the medium of Welsh now do so at Bangor University. In addition, the largest number of lecturers teaching through the medium of Welsh is at Bangor University.

Bangor University is ranked eighth in the world for its commitment to sustainability according to an international league table of environmentally friendly institutions.

We look forward to building on this success with the development of our new Strategic Equality Plan over the coming year.



Professor Jerry Hunter  
Pro Vice-Chancellor Welsh Medium and Civic Engagement

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# Executive Summary

This has been a year of consolidating our previous work as we approach the end of our current Strategic Equality Plan (2016 – 2020) and prepare to develop a new Strategic Equality Plan. We continue to embrace and value the diversity of our staff and students and strive to provide a safe, welcoming and inclusive environment.

We remain fully committed to the Equality Act 2010 and to undertaking action under the Public Sector Equality Duties (PSED) as defined within the Act. This Annual Report outlines our successes up to and during the past year, our performance in regulatory areas, and our continued commitment to the quality agenda.

Key successes and points of note include:

- Bangor University was awarded a Bronze University Athena SWAN award in April 2018.
- The launch of our Equality Champions network and the establishment of College Equality and Diversity Committees.
- Development of a policy and guidance to support Trans staff.
- Further embedding of Equality Impact Assessments into policy development and managing change processes in the University.
- Gender Pay Gap - Bangor University's male Median pay is 11.1% higher than female staff members pay, this compares with UK national median Gender Pay Gap which stands at 18.4% and the UK HEI Gender pay Gap of 17.2% across the UK and 17.3% in Wales.
- 6.9% of staff at the University have declared a disability. This is a slight increase on last year's figure of 6.77%. This compares with 4.7% of staff working in higher education across the UK and 5.3% in Wales HEIs.
- The University's population of BME staff (at 5.4%) is lower than the average across HEIs in the UK (9.4%) however; this percentage is higher than HEIs in Wales (4.1%).

These findings will be used to help develop the Strategic Equality Plan for the period 2020 to 2024.

# Introduction

Founded in 1884, Bangor University has a long tradition of academic excellence and a strong focus on the student experience. Around 11,000 students currently study at the University with approximately 2,000 staff based within its three Colleges and nine Professional Service Departments.

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:

1. **eliminate** unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
2. **advance** equality of opportunity between people who share a relevant protected characteristic and those who do not
3. **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
- Gender reassignment
- Pregnancy and maternity
- Race – including ethnic or national origin, colour or nationality
- Religion or belief – including lack of belief
- Sex
- Sexual orientation

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 report presents information on the diversity profile of all Bangor University staff employed during the 2017 – 2018 academic year. The information it provides will assist us in maintaining an inclusive university community, to better understand the main equality challenges for staff and to enable us to work to overcome them.

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

### **Identifying and collecting relevant information**

Monitoring data for the diversity profile of staff and students is collated on an annual basis from the Human Resources system and student system.

Questions on the protected characteristics of staff are incorporated within the recruitment process and regular data cleansing exercises are carried out.

Monitoring data is used to inform progress against the equality action plan and to develop new actions. Data is also used to inform Equality Impact Assessments.

The Annual Equality Report is reviewed and ratified by the Equality and Diversity Task Group and the University Executive on an annual basis.

Equality statistics and data are key for University and School Athena SWAN submissions and are therefore regularly reviewed at both University level and School level by self-assessment teams.

### **Points to note:**

Data in this report relates to the academic year 1 August 2017 – 31 July 2018.

Figures have been rounded to one decimal point

In terms of the gender statistics, beginning in 2012/13, the HESA staff record replaced the gender field with the legal sex field, of which the possible options are male and female. For the purposes of this report, data from the legal sex field is referred to as 'gender.'

National and Wales HEI data for comparison is taken from the Advance HE 'Equality + higher education: Staff Statistical Report 2018'



# University Overview - Staff

Key developments include:

## GENDER

Bangor University successfully applied for a Bronze Athena SWAN award in April 2018. This was the first institution-level application under the extended post-May 2015 Athena SWAN charter. Therefore, the application as well as the action plan address gender equality issues more broadly by including analysis and reflection on the intersectionality of gender and ethnicity, as well as the University's support of trans staff and students. The Bronze award is valid until 2022. The action plan includes a commitment that all Schools will apply for department-level Athena SWAN awards during the validity of this award.

The School of Ocean Sciences' application for departmental Bronze, submitted in April 2018, was also successful. A number of other Schools have now formed self-assessment teams in order to apply for School awards.

The Athena SWAN Task Group that leads on Athena SWAN in the University also provides a forum to share good practice and develop gender related initiatives.

Key highlights in the University's Athena SWAN application highlighted the impact of the actions have been undertaken since 2014 up to 2018 to increase the number of women at senior levels and in the application it was reported that:

- The number of female Senior Lecturers has increased by 9 which means the proportion of female Senior Lecturers has increased from 37% to 40%.
- The number of female Readers has increased by 9 which means that the proportion of female Readers has increased from 32% to 47% and the proportion of female Professors has increased from 23% to 24%.
- Gender balance has also improved on influential institutional committees including the University Executive, and women now represent 48% of staff on these committees.

The Athena SWAN Task Group awarded "Women in Science Scholarships" to three outstanding Bangor University students. These scholarships cover the full course fees for a Master degree in a science subject.

This year we also undertook our first gender pay gap during this period. 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. More information on the Gender Pay Gap can be found later in the report.

## EQUALITY CHAMPIONS

We have now established a network of Equality Champions across the University to support and promote equality in the Colleges and Professional Service Departments. The key purpose of the Equality Champions is to facilitate communication between

staff, the Colleges and Departments and the Equality and Diversity Task Group by helping to disseminate equality information across the University and communicating relevant staff concerns to the Task Group and the Colleges/Departments.

Equality Champions contribute to the development work in the area of equality and inclusiveness in the University. This will include, at a University level taking part in focus groups to contribute to the development and review of the Strategic Equality Plan and supporting equality related events and training. In the Colleges, the Champions will be an initial point of contact to provide guidance and support to staff on any equality related issue, members of the College Equality and Diversity Committees and support on-going Athena SWAN initiatives with the relevant Athena SWAN leads.

## **EMBEDDING EQUALITY AND SHARING GOOD PRACTICE**

Not only have the Equality Champions been introduced to promote equality in the University but they are now members of the Equality and Diversity Task Group (Chaired by Prof Jerry Hunter, PVC Welsh Medium). Membership of the Athena SWAN Task Group (Chaired by Prof Jo Rycroft Malone, PVC Research and Impact) has been expanded to ensure that contract research staff and PhD students have representation at this level.

Following the restructuring of the Colleges they now have, or are in the process of establishing College Equality and Diversity Committees to ensure equality and inclusiveness is considered as they develop College based strategies, policies and initiatives.

## **EMPLOYEE SUPPORT**

Recent changes to the University's maternity pay mean that new staff are now entitled to University maternity pay from the first day of employment rather than having to have been employed for a minimum of six months before being eligible for this level of maternity pay. This is a significant and positive step towards supporting women, in particular those on short-term contracts.

## **SUPPORTING TRANS STAFF AND STUDENTS**

The University has developed a Trans Policy and Guidance for staff to ensure that the University can respond positively to the needs of trans staff and students to ensure they feel valued and supported as a member of the University.



## **EQUALITY IMPACT ASSESSMENTS**


The University has gone through considerable change during this period and the Equality Impact Assessment (EIA) process has been further developed. Training has been provided to staff to ensure that the University meets its equality duties, as set out within the Equality Act 2010. By using this evidence-based approach, the University can make informed decisions to eliminate disadvantage and promote equality of opportunity.



## FACTS AND FIGURES

The University employs 2104 staff of whom:


Key	
	woman
	man

	1259	(59.8%)
	845	(40.2%)

## Age



(average age on 1 August 2017)

All staff 43.8 years



	43.3 years
	44.5 years

## Disability

146 staff have declared they have a disability (6.9% of all staff)

			Total	
Declared disabled	90	56	146	<b>6.9%</b>
No known disability	1151	771	1922	<b>91.3%</b>
Not known	18	18	36	<b>1.7%</b>

## Gender/ Sex

					Total	
Academic	374	17.8%	317	15%	691	<b>32.8%</b>
Professional	176	8.4%	110	5.2%	286	<b>13.6%</b>
Research	122	5.8%	101	4.8%	223	<b>10.6%</b>
Support	587	27.9%	317	15%	904	<b>42.9%</b>

## Race

White	1974	93.8%
BME	114	5.4%
Information refused	16	0.8%



Equality Champions Launch Summer 2018

# Age

## Age ranges

There is very little change in the percentage of staff in different age groups since the previous report although it is interesting to note that the workforce is gradually growing older.

The average age in our staff population has increased slightly from 43.68 years in the 2018 report to 43.8 years in this report. The Office for National Statistics (ONS) says that in Wales, *“The number of people aged 16-64 is projected to decrease by 81,000 (4.2 per cent) between 2016 and 2041. The number of people aged 65 and over is projected to increase by 232,000 (36.6 per cent) between 2016 and 2041.”*

- The highest proportion of our staff (27.9%) are in the age bracket 45 – 54 whereas in 2013 the highest proportion was in the age bracket 41 – 45 years.
- Over half of our staff (51.9%) are aged 35 – 54.  
As has been the case since the first report was published in March 2013, there are more women than men in every age bracket apart from the 65+ age category where there are more men.

## Part-time working

- Women work part-time at significantly higher rates than men in all age ranges apart from 65+ where the numbers of women and men working part-time is similar at 3.8% and 3.5% respectively.

## Leavers

- 375 staff left their employment at the University during the reporting period.
- The age range with the highest number of leavers in the University during this reporting period was 55 – 64 due to a higher proportion of staff in that age group leaving on voluntary redundancy. Last year the highest proportion of leavers was in the age range 25 – 34 and the majority of these left due to the end of their fixed term contract.
- In all years, the end of a fixed-term contract accounts for the highest number of leavers.

Average age on 1 August 2017

♀ + ♂ 43.8 years

♀ 43.3 years

♂ 44.5 years

### Key



woman

man

### Age ranges by gender



Total

>24	3.9%	2.4%	6.3%
25 - 34	12.1%	7.2%	19.3%
35 - 44	15.4%	9.1%	24.5%
45 - 54	16%	11.9%	27.9%
55 - 64	10.8%	7.8%	18.6%
65 +	1.7%	1.8%	3.5%
<b>Total</b>	<b>59.8%</b>	<b>40.2%</b>	<b>100%</b>

### Age ranges by grade

Grade	>24	25 - 34	35 - 44	45 - 54	55 - 64	65 +	Grand Total
G001	3.14%	1.09%	1.28%	1.71%	1.71%	0.14%	9.08%
G002	0.62%	0.81%	0.76%	1%	0.76%	0.10%	4.04%
G003	0.71%	0.48%	0.19%	0.76%	0.62%	0.00%	2.76%
G004	0.48%	1.90%	1.85%	1.47%	1.09%	0.05%	6.84%
G005	0.52%	1.48%	2%	2.33%	1.28%	0.14%	7.75%
G006	0.71%	4.42%	2.66%	3.18%	2.47%	0.71%	14.17%
G007	0.14%	6.70%	7.08%	5.04%	3.75%	0.90%	23.62%
G008	0.00%	2.19%	4.94%	4.99%	3.28%	0.34%	15.74%
G009	0.00%	0.24%	2.90%	4.13%	1.71%	0.33%	9.32%
G010	0.05%	0.00%	0.24%	0.57%	0.29%	0.05%	1.19%
GP01	0.00%	0.00%	0.48%	1.76%	1.05%	0.29%	3.56%
GP02	0.00%	0.00%	0.05%	0.76%	0.33%	0.19%	1.33%
GP03	0.00%	0.00%	0.00%	0.10%	0.10%	0.14%	0.33%
Other	0.00%	0.00%	0.05%	0.05%	0.14%	0.05%	0.29%
<b>Grand Total</b>	<b>6.37%</b>	<b>19.30%</b>	<b>24.48%</b>	<b>27.85%</b>	<b>18.58%</b>	<b>3.42%</b>	<b>100.00%</b>

### Age ranges by job type

	Academic	Professional	Research	Support	Total
>24	0.1%	0%	0.3%	5.9%	6.4%
25 - 34	4.4%	1.4%	4.7%	8.8%	19.3%
35 - 44	8.4%	4.3%	3%	8.85%	24.5%
45 - 54	10.7%	5.1%	1.8%	10.3%	27.9%
55 - 64	7.4%	2.8%	0.7%	8%	18.6%
65 +	1.9%	0.2%	0.2%	1.1%	3.4%

## Part-time staff only - age ranges by gender

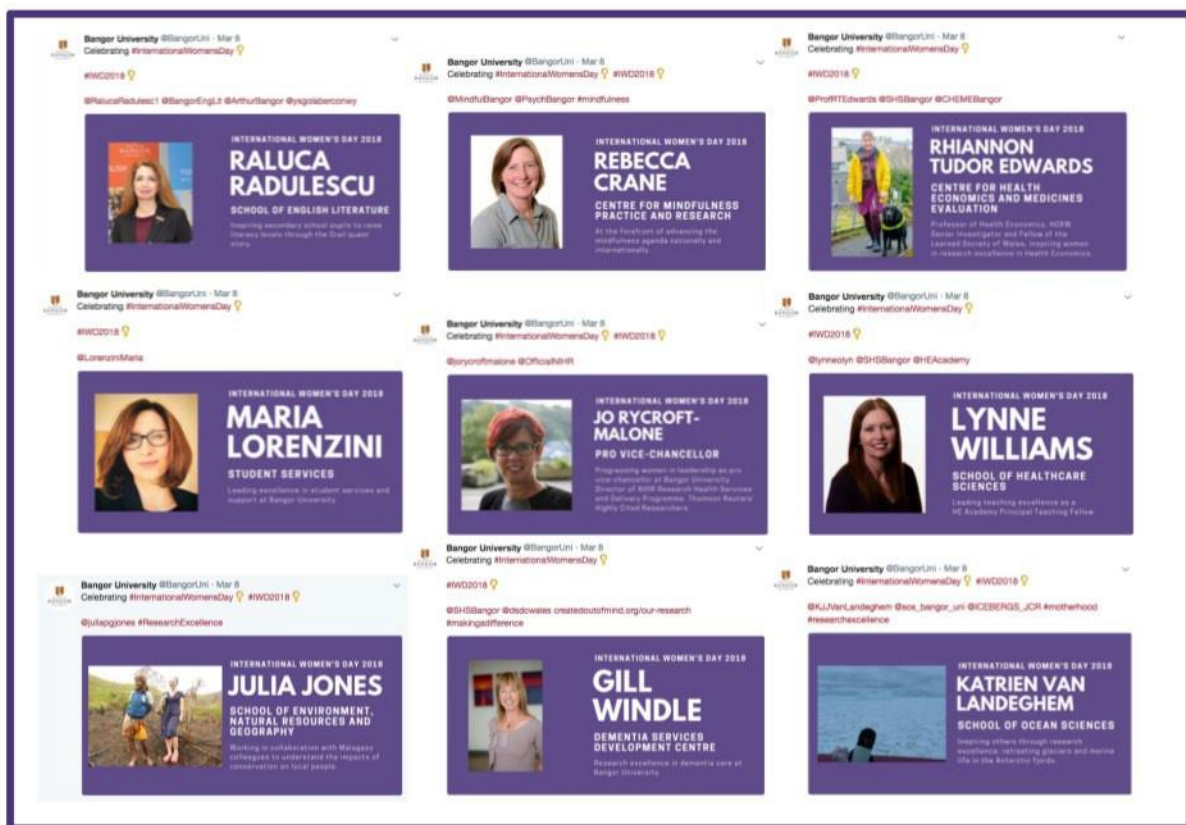
	♀	♂	Total
16-24	7.3%	3.7%	11. %
25-34	13.6%	3.7%	17.3%
35-44	16.6%	4.4%	21%
45-54	15.4%	4.8%	20.2%
55-64	16.2%	6.9%	23.%
65+	3.8%	3.5%	7.3%
<b>Total</b>	<b>72.3%</b>	<b>27%</b>	<b>100%</b>

## Contract type within age ranges

	Fixed term	Permanent	Total
16-24	3.3%	7.7%	11%
25-34	10%	7.3%	17.3%
35-44	8%	13%	21%
45-54	7%	13.2%	20.3%
55-64	7%	16%	23%
65+	3.6%	3.7%	7.4%
	39%	61%	100%

## Leavers by age range and reason for leaving (375 staff left the University during the reporting period)

Age	End of fixed-term contract	Other (includes dismissal, ill-health and other)	Resignation	Retirement (excluding ill-health)	Voluntary redundancy	Total
<b>16 - 24</b>	6.4%		9.9		0	16.3%
<b>25 - 34</b>	12.8%	0.3%	9.9%		2.4%	25.3
<b>35 - 44</b>	7.2%	0.5%	7.5%		2.9%	18.1%
<b>45 - 54</b>	6.4%	0.5%	3.7%		4.8%	15.5%
<b>55 - 64</b>	2.7%	0.3%	3.2%	1.9%	11.2%	19.2%
<b>65 +</b>	2.7%	0.3%	0.3%	0.3%	2.13%	5.6%
<b>Total</b>	<b>38.1%</b>	<b>1.9%</b>	<b>34.4%</b>	<b>2.13%</b>	<b>23.5%</b>	



Prof Jo Rycroft-Malone (chair of the Athena SWAN Task Group) led a twitter campaign highlighting the contribution of female staff on International Women's Day 2018



# Disability

- 6.9% of staff at the University have declared a disability. This is a slight increase on last year's figure of 6.77%. This compares with 4.7% of staff working in higher education across the UK and 5.3% in Wales HEIs.
- Disability disclosure rates have consistently increased in the last decade across HEIs and within the University. We now have only 1.6% of staff not providing information.
- Of the staff who have declared a disability 2.8% work full time and 4.1% work part-time. This year shows a widening gap between disabled staff who work full-time and part-time, in 2018 the figures were 3.27% and 3.5% respectively.
- 8.8% of the 375 staff who left the University had declared a disability.

## Disability by gender

146 staff have declared they have a disability (6.9% of all staff)

	♀		♂		Total	
Declared disabled	90	4.3%	56	2.7%	146	(6.9%)
No known disability	1135	54.7%	771	36.6%	1922	(91.4%)
Information refused	18	0.9%	18	0.9%	36	(1.6%)

## Disability by age range

	Disabled	Information refused	No known disability	Total
16-24	0.8%	0%	5.6%	6.4%
25-34	1.7%	0.2%	17.4%	19.3%
35-44	1.4%	0.4%	22.6%	24.5%
45-54	1.3%	0.5%	26%	27.9%
55-64	1.6%	0.5%	16.5%	18.6%
65+	0.2%	0%	3.1%	3.4%

### Disability by full-time or part-time

	Full-time	Part-time	Total
Declared disabled	59 (2.8%)	87 (4.1%)	146 (6.9%)
No known disability	1140 (57.4%)	782 (34.22%)	1922 (91.4%)
Information refused	17 (0.9%)	19 (0.71%)	36 (1.6%)

### Disability by job type

	Academic	Professional	Research	Support	Total
Disabled	1.7%	0.7%	0.7%	3.9%	6.9%
Information refused	0.4%	0.2%	0.2%	0.9%	1.6%
No known disability	30.7%	12.7%	9.7%	38.2%	91.4%

### Recruitment and disability

During the reporting academic year 163 jobs were posted (advertised). There were 1885 applicants.

	Hired	Offer declined	Rejected	Still in process	Total
No known disability	6.5%	0.5%	64.2%	17.8%	89%
Declared a disability	0.7%	0	3.9%	1.2%	5.8%
Do not wish to answer	0.3%	0	3%	1.1%	4.4%
Unknown	0.1%	0.1%	0.4%	0.1%	0.7%
Total	7.3%	0.6%	71.5	20.2	



International Day of Disabled Persons

## Race/ethnicity

- The University's population of BME staff (at 5.4%) is lower than the average across HEIs in the UK (9.4%) however; this percentage is higher than HEIs in Wales. (4.1%). In terms of the local context: the 2011 census showed that 4.5% of residents in Gwynedd council area were from BME backgrounds.
- In terms of grade and contract type and full- and part-time employment there has been little change to the percentage of BME staff since 2013 during. Since 2013 the figure has fluctuated between 5% and 6%
- In terms of considering race in terms of gender for academic staff a BU Athena SWAN study over the last three years demonstrate that the percentage of female BME academics was lower than the proportion of male BME academics during this period. The number of unknown/withheld was very low (approx. 1%) which is positive in terms of our ability to monitor trends in this area.
- The number of staff members from the EU has continued to decrease slightly again from 7.58% in 2017, to 6.9% in 2018, and 6.8% in 2019.

### All staff

White	1974	93.8%
BME (black and minority ethnic)	114	5.4%
Information refused	16	0.8%

### Race by gender

	♀	♂	Total
<b>White</b>	1192 (56.7%)	782 (37.2%)	1974 (93.8%)
<b>BME</b>	60 (2.9%)	54 (2.6%)	114 (5.4%)
<b>Information refused</b>	7 (0.3%)	9 (0.4%)	16 (0.8%)
<b>Total</b>	1259 (59.8%)	845 (40.1%)	2104

### Race by grade

Row Labels	BME	Information refused	White	Grand Total
G001	0.62%	0.10%	8.37%	9.08%
G002	0.00%	0.00%	4.04%	4.04%
G003	0.14%	0.05%	2.57%	2.76%
G004	0.19%	0.00%	6.65%	6.84%
G005	0.05%	0.00%	7.70%	7.75%
G006	0.52%	0.05%	13.59%	14.16%
G007	1.95%	0.19%	21.48%	23.62%
G008	0.81%	0.24%	14.69%	15.73%
G009	0.81%	0.14%	8.37%	9.32%
G010	0.00%	0.00%	1.19%	1.19%
GP01	0.29%	0.00%	3.28%	3.56%
GP02	0.05%	0.00%	1.28%	1.33%
GP03	0.00%	0.00%	0.33%	0.33%
Other	0.00%	0.00%	0.29%	0.29%
<b>Grand Total</b>	<b>5.42%</b>	<b>0.76%</b>	<b>93.82%</b>	<b>100.00%</b>

### Race by job type

	White	BME	Information refused	Total
<b>Academic</b>	30.3%	2.1%	0.4%	32.8%
<b>Professional</b>	13.2%	0.3%	0.1%	13.6%
<b>Research</b>	8.9%	1.7%	0.1%	10.6%
<b>Support</b>	43%	1.3%	0.2%	43%

### Race by contract type

	Fixed-term	Permanent	Total
<b>White</b>	24.7%%	69.1%	93.8%
<b>BME</b>	2.5%%	2.9%	5.4%
<b>Information Refused</b>	0.1%	0.6%	0.7%

### Race by full-time or part-time

	Full time	Part time	Total
White	53.7%	40.1%	93.8%
BME	3.6%	1.8%	5.4%
Information refused	0.5%	0.3%	0.8%
Total	57.8%	42.2%	

### Recruitment applications and outcomes by race/ethnicity

During the reporting academic year 163 jobs were posted (advertised). There were 1885 applicants.

	Hired	Offer declined	Rejected	Still in process	Total
White	6.3%	0.4%	45.9%	15.3%	67.9%
BME	0.9%	0.2%	20.9%	3.4%	25.4%
Unknown	0.1%	0.1%	0.4%	0.1%	0.7%
Do not wish to answer	0.3%	0	4.5%	1.2%	6%
Total	7.5%	0.6%	71.7%	20%	

### Leavers by race and reason for leaving


	End of fixed-term contract	Other (includes dismissal, ill-health & other)	Resignation	Retirement (excluding ill-health)	Voluntary redundancy	Total
BME	4.2%	0.6%	2.9%		0.6%	8.3%
White	33.9%	1.3%	31.5%	2.1%	22.9%	91.7%
Total	38.1%	1.9%	34.4%	2.1%	23.5%	100%



# Gender

- Despite comprising the majority of staff working in UK higher education, women remain under-represented among academic staff, staff in SET subject areas and in senior management roles. This is the case across the University and across UK HEIs. With a larger proportion of women than men working in professional and support roles, worked part-time, on fixed-term contracts, and in lower salary bands.
- The total percentage of female staff in the University is 59.8% which is higher than the UK HEI figure of 54.2% and the Wales HEI figure of 54.6%
- The highest number of females are in grades 6, 7 and 8. From grade 9 upwards there is a mixed picture, in that in senior academic grades there are more males than females, however, for senior professional staff there is an equal number of males and females.
- In terms of professorial staff, in the last annual reporting period we had 33 female professors (30% of all professors) and 77 male professors (70%). The percentage has narrowed slightly since the reporting period in which there were 30 female professors and 81 male professors. In comparison to the current period 75.4% of professors in the UK were men.
- The majority of women at the University are employed in support roles (27.9%). The highest number of men by job type are spread equally between both academic and support roles (15.1% in each).

## Of all 2104 staff

	Woman	1259	(59.8%)
	Man	845	(40.1%)

## Gender by grade

Grade	♀	♂	Total
Grade 1	6.4%	2.7%	9.1%
Grade 2	1.9%	2.2%	4%
Grade 3	1.2%	1.6%	2.8%
Grade 4	4.7%	2.1%	6.8%
Grade 5	5.5%	2.3%	7.8%
Grade 6	9.5%	4.7%	14.2%
Grade 7	16.4%	7.2%	23.6%
Grade 8	8.2%	7.5%	15.7%
Grade 9	3.9%	5.4%	9.3%
Grade 10	0.6%	0.6%	1.2%
Professorial Grade 1	1.3%	2.3%	3.6%
Professorial Grade 2	0.2%	1.1%	1.3%
Professorial Grade 3	0.1%	0.3%	0.3%
Other	0.1%	0.2%	0.3%
<b>Total</b>	<b>59.8%</b>	<b>40.2%</b>	

## Gender by job type

	Academic	Professional	Research	Support	Total
♀	17.8%	8.4%	5.8%	27.9%	59.8%
♂	15.1%	5.2%	4.8%	15.1%	40.2%
<b>Total</b>	<b>32.8%</b>	<b>13.6%</b>	<b>10.6%</b>	<b>43%</b>	

## Gender by permanent or fixed term

	Fixed-term	Permanent	Total
♀	17.6%	42.3%	59.9%
♂	9.8%	30.4%	40.2%
<b>Total</b>	<b>27.4%</b>	<b>72.7%</b>	

## Gender by full time or part time

	Full time	Part time	Total
♀	29%	30.8%	59.8%
♂	28.8%	11.4%	40.2%
<b>Total</b>	<b>57.8%</b>	<b>42.2%</b>	

## Leavers by gender and reason for leaving

	End of fixed-term contract	Other (includes dismissal and ill-health)	Resignation	Retirement (excluding ill-health)	Voluntary redundancy	Grand Total
<b>Female</b>	<b>24.3%</b>	<b>1.1%</b>	<b>20%</b>	<b>1.3%</b>	<b>13.3%</b>	<b>60%</b>
<b>Male</b>	<b>13.9%</b>	<b>0.8%</b>	<b>14.4%</b>	<b>0.8%</b>	<b>10.1%</b>	<b>40%</b>
<b>Grand Total</b>	<b>38.1%</b>	<b>1.6%</b>	<b>34.4%</b>	<b>2.1%</b>	<b>23.5%</b>	<b>100%</b>

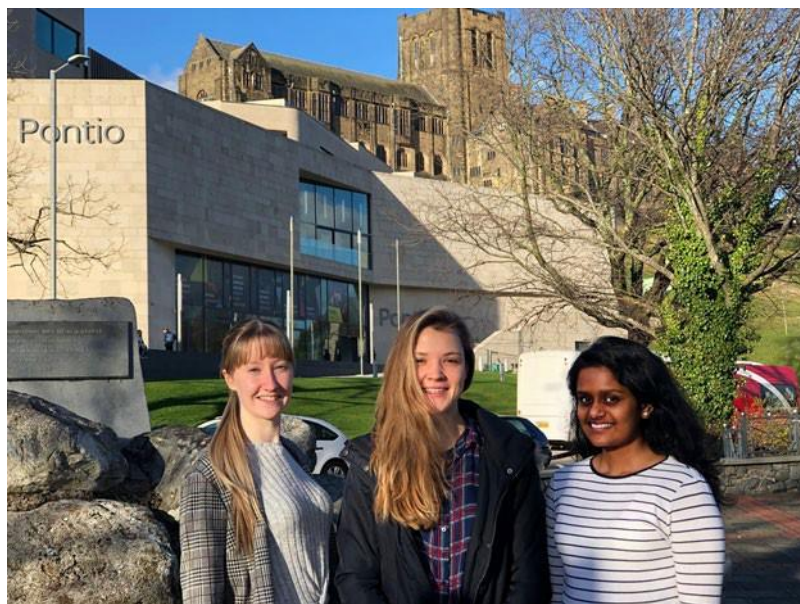
## Recruitment outcomes by gender

During the reporting academic year 163 jobs were posted (advertised). There were 1885 applicants.

	Hired	Offer declined	Rejected	Still in process	Total
<b>Female</b>	<b>4.5%</b>	<b>0.4%</b>	<b>33.1%</b>	<b>10.9%</b>	<b>48.9%</b>
<b>Male</b>	<b>2.9%</b>	<b>0.2%</b>	<b>37.1%</b>	<b>8.6%</b>	<b>48.8%</b>
<b>Do not wish to answer</b>	<b>0.1%</b>	<b>0</b>	<b>1.1%</b>	<b>0.4%</b>	<b>1.6%</b>
<b>Unknown</b>	<b>0.1%</b>	<b>0.1%</b>	<b>0.4%</b>	<b>0.1%</b>	<b>0.7%</b>
<b>Total</b>	<b>7.5%</b>	<b>0.6%</b>	<b>71.7%</b>	<b>20%</b>	

## Promotion by gender

Sex	Total applications	Successful	Unsuccessful
♀	17 (53.1%)	40.6%	12.5%
♂	15 (46.9%)	37.5%	9.4%
Total	32 (100%)	78.1%	21.9



Women in Science Scholarship recipients – Katrin Frosin, Jessica Baggott and Shiromini Satkunarajah.

# Equal Pay Audit and Gender Pay Gap

Our Gender Pay Gap Report is published on our website and can be found [here](#).

Information about our Equal Pay Audit is published on our website and can be found [here](#).

In summary, our Gender Pay Gap Report published in March 2019 (using data from the snapshot date of 30 March 2018) found that there is a significant Gender Pay Gap at institutional level. Male staff members Mean pay is 15.4% higher than female staff members and Median pay is 11.1% higher than female staff members pay.

Whilst it is evident from the data is that the number of female employees outnumber 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.

Whilst comparatively favourable compared to the UK national median Gender Pay Gap which stands at 18.4% and the UK HEI Gender pay Gap of 17.2% across the UK and 17.3% in Wales it is still disappointing. Actions to address this are included within Part 5 of the Gender Pay Gap Report, the 'Action Plan to Reduce the Gender Pay Gap.'

The University has published an annual Equal Pay Audit since 2008. The Equal Pay Audit primarily focusses on gender but also examines pay variance by disability and ethnicity.

In summary, Bangor University has no gender grade pay gaps in the 51 point pay structure implemented as part of the Framework Agreement in 2008. Analysis of pay variances identified in other areas e.g. role profiles, ethnicity and disability indicate four main contributing factors as being the primary reasons for the variances:

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

*HEIs are required to return data relating to Religion & Belief, Sexual Orientation and Gender Reassignment on an optional basis only. Currently Advance HE only reports on collection and monitoring rates. As the data is currently voluntary to return we do not yet have a national demographic picture of the HE staff population in relation to these characteristics for comparison.*

## Religion and belief

No religion	39.5%
Christian	35.3%
Other (including Spiritual, Buddhist, Muslim, Hindu and Jewish)	4.7%
Information refused	20.5%

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 we hold.

## Sexual Orientation

The University holds data for 76.7% of the staff population under this characteristic. 3.2% of staff identify as lesbian, gay, bisexual or other. Sexual orientation is the characteristic with the highest 'Information refused' figure of all protected characteristics (23.4%) which suggests that some work is required around explaining why the data is valuable, how the data is held and who has access to it. How best to do this will be considered during engagement with staff in developing the next Strategic Equality Plan.

## Gender Reassignment

As disclosure rates are low it has been decided not to report specific numbers.

A [Trans Policy and Procedure](#) for staff was agreed and published on our website in January 2019.



## **Pregnancy & Maternity – Family leave**

42 women took maternity leave during the reporting period.

25 men took paternity leave.

2 people took shared parental leave.

0 people took adoption leave.

The number of staff taking shared parental leave is low and we will look at this during the development of the new Strategic Equality Plan.

## **Embedding Equality Equality and Diversity Training**

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.

We have a programme of equality training designed to meet the needs staff:

- Equality is included in new staff induction days and new staff members are required to complete the University's on-line equality and diversity training programme. A total of 1636 staff have completed the Equality e-learning online to date
- Training provision has been developed to meet the needs of particular groups of staff e.g. student wardens, Students Union Sabbatical Officers and staff undertaking equality impact assessments.
- Equality training for managers is also provided and takes place four times a year with tailored training for specific teams.

During 2017 – 2018 academic year the total number of course participants was 503 (some members of staff may have attended more than one course).

Of these:

333 were female

170 were male.

## **Equality Impact Assessments**

The newly revised Equality Impact Assessment form and associated guidance was used extensively during the recent restructuring exercise across the whole University.

All proposals and policies to date relating to the University have been assessed and shared with the Trade Unions. Work is underway to catalogue and consider a central repository for all Equality Impact Assessments.

Training on carrying out Equality Impact assessments has been incorporated within the 'Equality for Managers' half-day workshop and the form and guidance is published on our website.

## **Formal Grievances & Disciplinary Procedures**

During the reporting period there was one formal disciplinary proceeding.

There were three formal grievances.

None of the above cases were on the grounds of a protected characteristic.

# Equality Objectives for the Year Ahead

1. Our Strategic Equality Plan runs from 2016 – 2020 and during the next 12 months we will be engaging with staff, students and external stakeholders to gather their views to help us formulate that Plan and consider areas where the University can improve for people across all protected groups. The new SEP will be published in April 2020
2. Our Gender Pay Gap report, section 5, comprises an ongoing action plan to reduce the gender pay gap.
3. Bangor University is facilitating the establishment of an LGBT Network for staff and post-graduate students. The first meeting to be held on 22 February 2019
4. We are a Disability Confident Employer and are working with the DWP and other key local employers to improve access to workplaces for disabled staff.
5. We will train managers regarding our new Trans Policy and Procedure to ensure they know how to support their staff through the process.
6. Training to raise awareness about Unconscious Bias has been developed during the reporting period and will be rolled out during the year ahead. This will comprise an online training module which will be mandatory for all staff, as well as a half-day workshop, initially for managers and staff dealing with recruitment.
7. Attention will be given to age as a protected characteristic. As our workforce ages we will need to focus on how we actively retain our staff, developing our policies and their skills to enable a longer working life.