



PRIFYSGOL
BANGOR
UNIVERSITY

GENDER PAY GAP REPORT 2021



INTRODUCTION

From the Vice-Chancellor

MARCH 2022



Professor Iwan R. Davies, President and Vice-Chancellor

Equality, diversity and inclusion are central to our strategy and activity, and I am pleased to publish our 2021 Gender Pay Gap report which measures differences between the average earnings of men and women who work at Bangor University.

The report is an important part of our commitment to eradicate inequality and, although measures put in place to reduce the Gender Pay Gap take time to have an impact, I am confident that our range of actions are having a positive impact.

Gender pay issues are among five core areas that are key to our long-term sustainability and success: women in leadership; Athena SWAN; families and carers; culture on campus; and the Gender Pay Gap.

Since we first reported on this four years ago, the University's median gender pay gap has reduced by almost 5.5%. It is important to note that the Gender Pay Gap is not because women are being paid differently to men for work of equal value. The challenge for the University is the under-representation of women in senior roles and their over-representation in the lowest paid roles. This is why our vision for gender equality needs to be and is rightly ambitious.



We are aiming to achieve an Athena Swan Silver award within four years. I am delighted that we are appointing an Associate Pro-Vice-Chancellor for Diversity and Inclusion to lead on our work in this area.

The pandemic has brought many challenges and we are looking at the impacts that COVID-19 may have had on the career progression of women. To this end, we have already reviewed our flexible working policy and are embracing new approaches to the way we work. This will contribute to our progress in eradicating the Gender Pay Gap.

I am confident in the progress that we have already made in our commitment to embedding diversity and inclusivity in all parts of University life, including our culture, our decision-making, and our partnerships.

Professor Iwan Davies

Vice-Chancellor



1. INTRODUCTION

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



2. COVERAGE

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



2.6 Since 2020 the University has also included the analysis and publication of its Ethnicity pay gap. Data has been analysed as the percentage difference using the white salary as the base. A **positive** percentage figure indicates BAME employees have lower pay than White employees. A **negative** percentage figure indicates White employees have lower pay than BAME employees. For the current, and future reports similar analysis will also be produced, and results published, on the Disability pay gap



3. FINDINGS

3.1 Data has been analysed as follows:

% difference in mean pay between male and female employees

% difference in median pay between male and female employees

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

Number of male and female employees according to quartile pay bands

Male and female employees according to Grades

% difference in mean pay between BAME and white employees

% difference in median pay between BAME and white employees

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

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

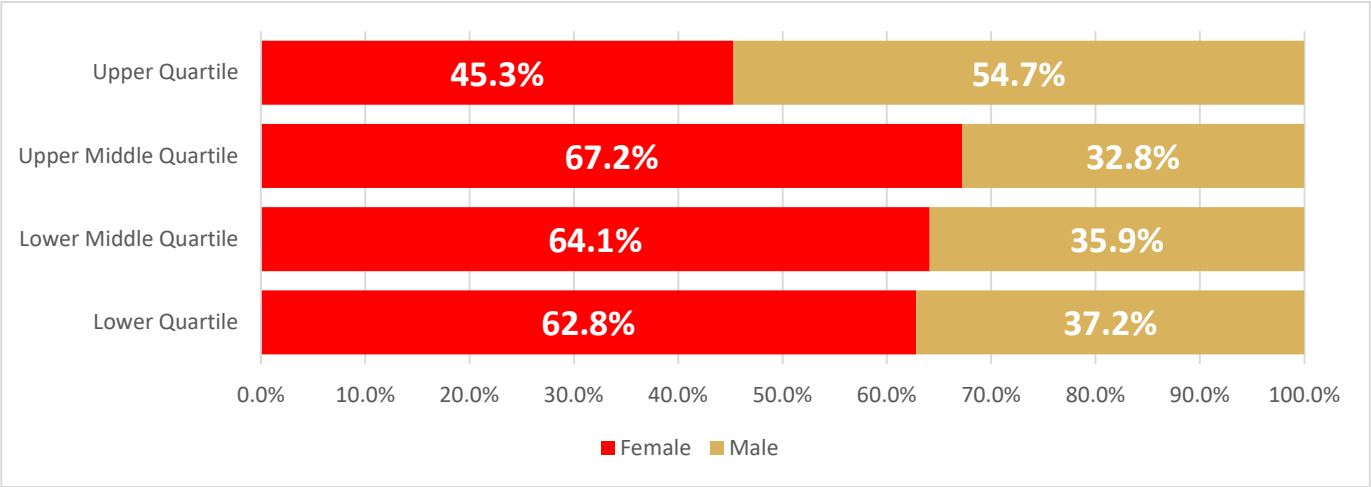
3.2 Table 1.1. provides an institutional overview covering each of the areas indicated in 3.1 (with the exception of grade analysis)

**TABLE 1.1: INSTITUTION OVERVIEW**

Mean Gender Pay Gap	Female Mean =	£17.78	Male Mean =	£20.61	Variance =	13.7 %
Median Gender Pay Gap	Female Median =	£17.96	Male Median =	£19.04	Variance =	5.7 %
Mean Bonus Gender Pay Gap	Female Mean =	£ 0.00	Male Mean =	£ 0.00	Variance =	0.0 %
Median Bonus Gender Pay Gap	Female Median =	£ 0.00	Male Median =	£ 0.00	Variance =	0.0 %
Proportion of males receiving bonus payment			Male =	0%		
Proportion of females receiving bonus payment	Female =	0%				
Mean Ethnic Pay Gap	BAME =	£21.05	White =	£18.78	Variance =	-12.1%
Median Ethnic Pay Gap	BAME =	£19.04	White =	£18.73	Variance =	- 1.7%
Mean Disability Pay Gap	Identified as Disabled =	£16.75	Not Identified Disabled =	£19.23	Variance =	12.9%
Median Disability Pay Gap	Identified as Disabled =	£15.84	Not Identified Disabled =	£19.04	Variance =	16.8%
<u>Proportion of Males and Females in each quartile pay band</u>						
Of the 497 employees in the lower quartile, 185 are male and 312 are female. This means 37.2% are male and 62.8% are female.						
Of the 498 employees in the lower middle quartile, 179 are male and 319 are female. This means 35.9% are male and 64.1% are female.						
Of the 497 employees in the upper middle quartile, 163 are male and 334 are female. This means 32.8% are male and 67.2% are female.						
Of the 497 employees in the upper quartile, 272 are male and 225 are female. This means 54.7% are male and 45.3% are female.						



PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND





3.3. It is evident from Table 1.1. that there continues to be a Gender Pay Gap at Institutional level with Male employees' Median pay being 5.7% higher than Female employees' pay. Male Mean is 13.7% higher than Female employees. This is an improvement on the 2020 Median variance which stood at 7.2% and a marginal improvement on the 2020 Mean variance which was 13.9%.

Bangor University's Median Gender Pay Gap (5.7%) is significantly lower than the UK national for which the ONS provisional data published for 2021 indicates an estimated 15.4% (final confirmed ONS data for 2020 stood at 14.9% - slightly lower than their estimate of 15.5%)

Whilst it is evident from the data that the number of female employees outnumber male employees (59.8% of the workforce being female), the overall Gender Pay Gap for the University (13.7% Mean) therefore appears to be primarily a result of greater male representation in the more senior roles within the University compared to female representation.

3.4 In line with UCEA guidance¹, Clinical Excellence Awards are classified as bonus pay. Clinical Excellence Awards are awarded by the NHS and are therefore out of the control of the University.

3.5 To understand the data further analysis was also undertaken by job families as can be seen in Tables 1.2, 1.3, 1.4, 1.5 and 1.6

3.6 Data in Table 1.1. indicates a positive Ethnicity Pay Gap in favour of BAME employees with Mean pay being 12.1% higher than white employees and Median pay being 1.7% higher.

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



3.7 The Disability Pay Gap, as shown in Table 1.1. indicates a Mean variance of 12.9% and Median of 16.8% in favour of staff not identifying as disabled.

Staff who have identified as disabled represent 9% of the University's workforce. Of these, 56.4% are employed on Grade 6 or below with 4.7% employed above Grade 9. In comparison, 41% of staff who have not identified as disabled are employed on Grade 6 or below and 6.5% above Grade 9.



TABLE 1.2: ACADEMIC & RESEARCH OVERVIEW

Mean Gender Pay Gap	Female Mean = £21.71	Male Mean = £25.29	Variance = 14.2 %
Median Gender Pay Gap	Female Median = £20.21	Male Median = £23.40	Variance = 13.6 %
Mean Bonus Gender Pay Gap	Female Mean = £ 0.00	Male Mean = £ 0.00	Variance = 0.0 %
Median Bonus Gender Pay Gap	Female Median = £ 0.00	Male Median = £ 0.00	Variance = 0.0 %
Proportion of males receiving bonus payment		Male = 0%	
Proportion of females receiving bonus payment	Female = 0%		

Proportion of Males and Females in each quartile pay band

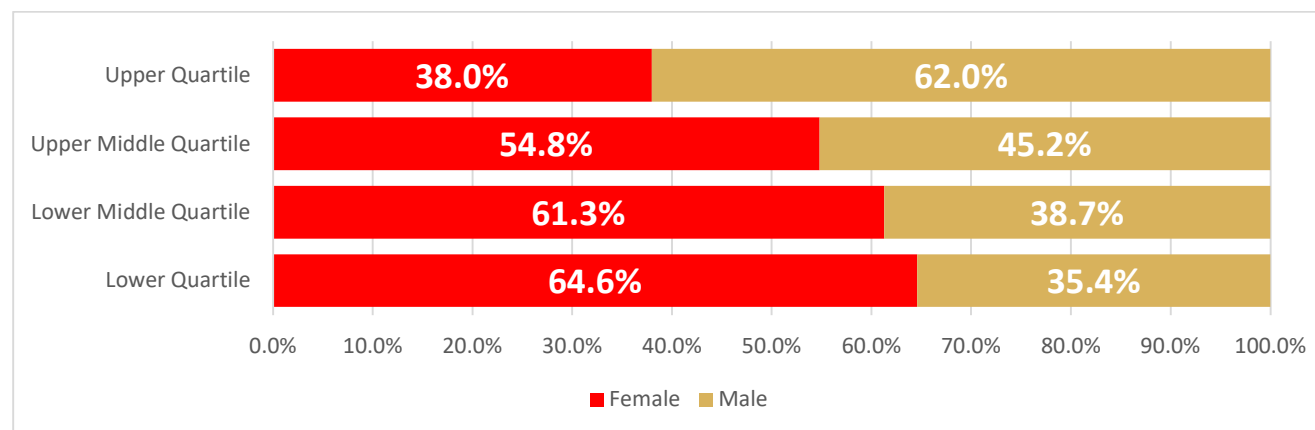
Of the 229 employees in the lower quartile, 81 are male and 148 are female. This means 35.4% are male and 64.6% are female.

Of the 230 employees in the lower middle quartile, 89 are male and 141 are female. This means 38.7% are male and 61.3% are female.

Of the 230 employees in the upper middle quartile, 104 are male and 126 are female. This means 45.2% are male and 54.8% are female.

Of the 229 employees in the upper quartile, 142 are male and 87 are female. This means 62.0% are male and 38.0% are female.

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





There continues to be a variance in both the Mean and Median Pay Gaps for this category of staff. The Mean Pay Gap of 14.2% is higher than last year where it stood at 12.9% with the Median gap being 13.6% compared with 10.2% last year. Both gaps are in favour of male academic & research employees. This continues to indicate that female academic & research employees are less likely to progress to the higher paid roles.

Analysis of the data shows that only 17.3% of female staff occupy the Upper Quartile roles compared to 34.1% of male with 29.5% of female staff and only 19.5% of male staff being in the Lower Quartile. Comparing distribution to last year the percentage of females occupying the Upper Quartile roles has remained almost static (last year 17.9%) whereas the male data indicates an increase (32.9% last year). Lower quartile analysis indicates an increase in females occupying the roles (last year 26.5%) with a decrease in males occupying these roles (23.9% last year)

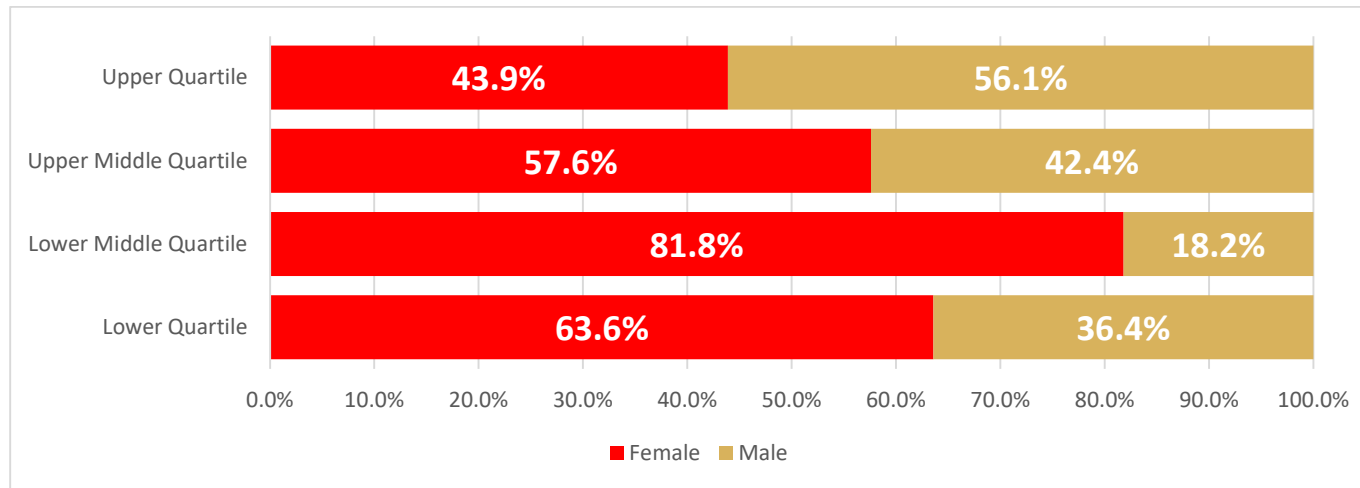
	UPPER QUARTILE		LOWER QUARTILE	
	LAST YEAR	CURRENT YEAR	LAST YEAR	CURRENT YEAR
FEMALE	17.9%	17.3%	26.5%	29.5%
MALE	32.9%	34.1%	23.9%	19.5%

TABLE 1.3: MANAGERIAL & PROFESSIONAL OVERVIEW

Mean Gender Pay Gap	Female Mean = £20.67	Male Mean = £24.31	Variance = 15.0 %
Median Gender Pay Gap	Female Median = £19.05	Male Median = £22.52	Variance = 15.4 %
Mean Bonus Gender Pay Gap	Female Mean = £ 0.00	Male Mean = £ 0.00	Variance = 0.0 %
Median Bonus Gender Pay Gap	Female Median = £ 0.00	Male Median = £ 0.00	Variance = 0.0 %
Proportion of males receiving bonus payment		Male = 0%	
Proportion of females receiving bonus payment	Female = 0%		
<u>Proportion of Males and Females in each quartile pay band</u>			
Of the 66 employees in the lower quartile, 24 are male and 42 are female. This means 36.4% are male and 63.6% are female.			
Of the 66 employees in the lower middle quartile, 12 are male and 54 are female. This means 18.2% are male and 81.8% are female.			
Of the 66 employees in the upper middle quartile, 28 are male and 38 are female. This means 42.4% are male and 57.6% are female.			
Of the 66 employees in the upper quartile, 37 are male and 29 are female. This means 56.1% are male and 43.9% are female.			



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



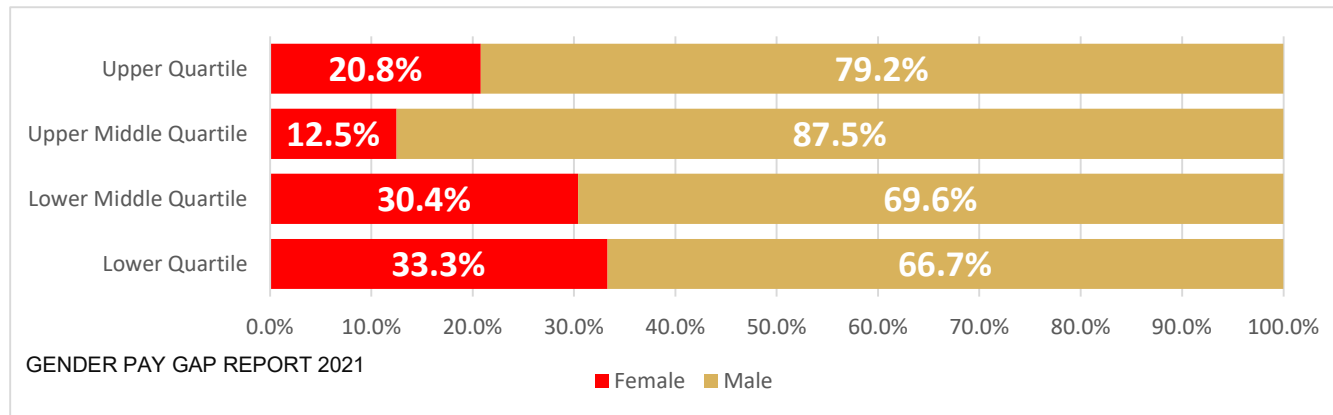
The data continues to indicate that female Managerial and Professional employees are, in the majority, in the Lower and Lower Middle Quartiles. There is little change on last year’s position with the Mean variance remaining unchanged and the Median showing a slight increase to 15.4% from last year’s 14.8%.

**TABLE 1.4: TECHNICAL OVERVIEW**

Mean Gender Pay Gap	Female Mean = £13.00	Male Mean = £14.02	Variance = 7.3 %
Median Gender Pay Gap	Female Median = £12.05	Male Median = £13.55	Variance = 11.1 %
Mean Bonus Gender Pay Gap	Female Mean = £ 0.00	Male Mean = £ 0.00	Variance = 0.0 %
Median Bonus Gender Pay Gap	Female Median = £ 0.00	Male Median = £ 0.00	Variance = 0.0 %
Proportion of males receiving bonus payment		Male = 0%	
Proportion of females receiving bonus payment	Female = 0%		
<u>Proportion of Males and Females in each quartile pay band</u>			
Of the 24 employees in the lower quartile, 16 are male and 8 are female. This means 66.7% are male and 33.3% are female.			
Of the 23 employees in the lower middle quartile, 16 are male and 7 are female. This means 69.6% are male and 30.4% are female.			
Of the 24 employees in the upper middle quartile, 21 are male and 3 are female. This means 87.5% are male and 12.5% are female.			
Of the 24 employees in the upper quartile, 19 are male and 5 are female. This means 79.2% are male and 20.8% are female.			



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



The number of female technical role holders has declined from last year with females representing 24.2% of role holders this year compared to 26.5% last year. Whilst representation in the Upper Middle Quartile has increased slightly – 12.5% current year compared to 8.3% last year, the Upper Quartile and Lower Middle Quartile have decreased with Lower Quartile remaining static.

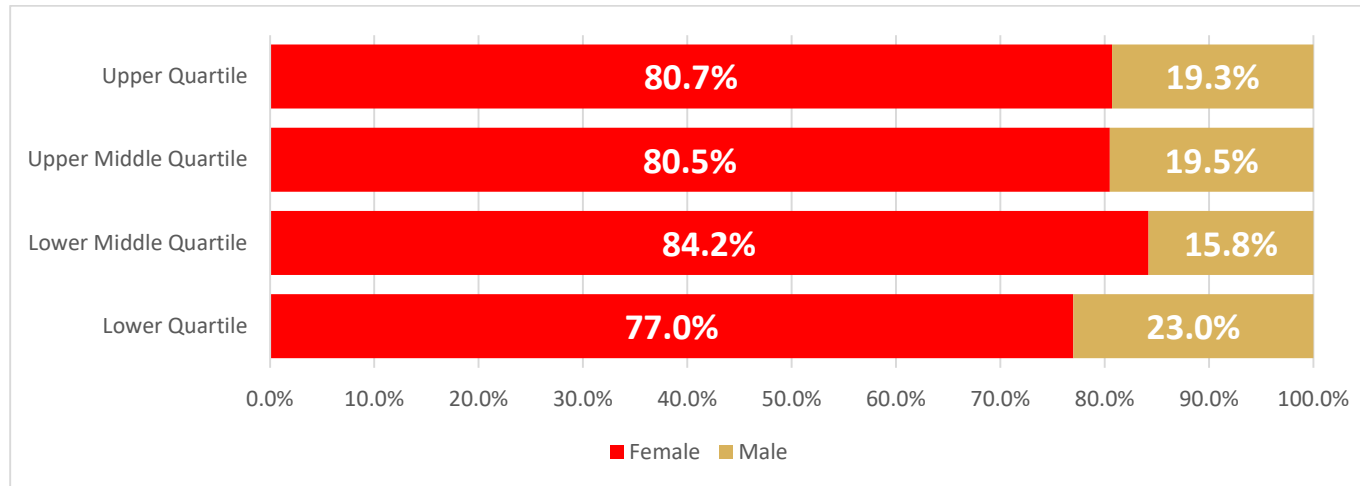
The Mean pay variance remains fairly static (current year 7.3%, last year 7.1%, both in favour of male role holders). However, the Median variance stands at 11.1% in the current year compared to 7.7% last year. Analysis of data shows that 22.2% of new male role holders appointed in the current year were at Upper Middle / Upper Quartile compared to 0% new female role holders.

**TABLE 1.5: ADMINISTRATIVE & CLERICAL OVERVIEW**

Mean Gender Pay Gap	Female Mean =	£14.45	Male Mean =	£14.11	Variance =	-2.4 %
Median Gender Pay Gap	Female Median =	£13.45	Male Median =	£13.49	Variance =	0.3 %
Mean Bonus Gender Pay Gap	Female Mean =	£ 0.00	Male Mean =	£ 0.00	Variance =	0.0 %
Median Bonus Gender Pay Gap	Female Median =	£ 0.00	Male Median =	£ 0.00	Variance =	0.0 %
Proportion of males receiving bonus payment			Male =	0%		
Proportion of females receiving bonus payment	Female =	0%				
<u>Proportion of Males and Females in each quartile pay band</u>						
Of the 113 employees in the lower quartile, 26 are male and 87 are female. This means 23.0% are male and 77.0% are female.						
Of the 114 employees in the lower middle quartile, 18 are male and 96 are female. This means 15.8% are male and 84.2% are female.						
Of the 113 employees in the upper middle quartile, 22 are male and 91 are female. This means 19.5% are male and 80.5% are female.						
Of the 114 employees in the upper quartile, 22 are male and 92 are female. This means 19.3% are male and 80.7% are female.						



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



Female role holders represent 80.6% of Administrative & Clerical employees. The distribution across all quartiles for both gender groups is fairly consistent.



TABLE 1.6: MANUAL OVERVIEW

Mean Gender Pay Gap	Female Mean = £9.59	Male Mean = £10.14	Variance = 5.4 %
Median Gender Pay Gap	Female Median = £9.18	Male Median = £ 9.35	Variance = 1.8 %
Mean Bonus Gender Pay Gap	Female Mean = £0.00	Male Mean = £ 0.00	Variance = 0.0 %
Median Bonus Gender Pay Gap	Female Median = £0.00	Male Median = £ 0.00	Variance = 0.0 %
Proportion of males receiving bonus payment		Male = 0%	
Proportion of females receiving bonus payment	Female = 0%		

Proportion of Males and Females in each quartile pay band

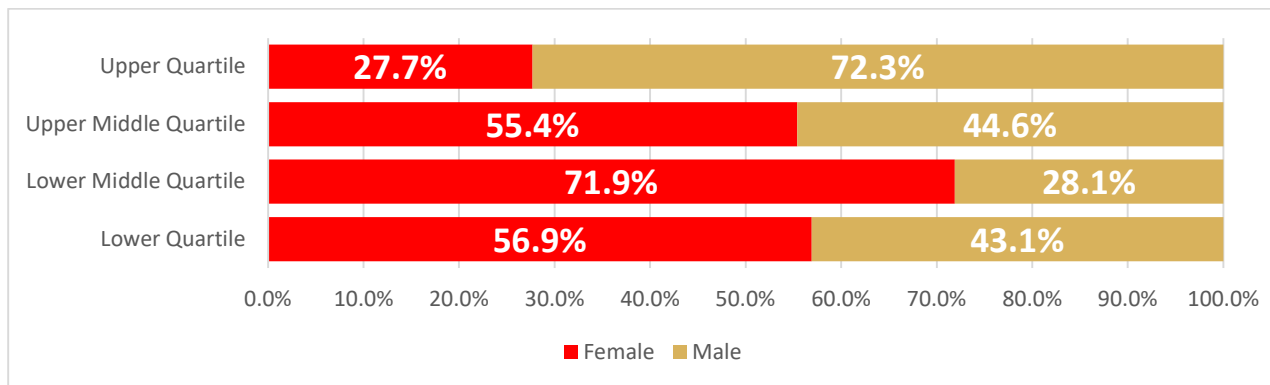
Of the 65 employees in the lower quartile, 28 are male and 37 are female. This means 43.1% are male and 56.9% are female.

Of the 64 employees in the lower middle quartile, 18 are male and 46 are female. This means 28.1% are male and 71.9% are female.

Of the 65 employees in the upper middle quartile, 29 are male and 36 are female. This means 44.6% are male and 55.4% are female.

Of the 65 employees in the upper quartile, 47 are male and 18 are female. This means 72.3% are male and 27.7% are female.

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





There is a close distribution of Male and Female employees undertaking manual roles (47.1% Male/52.9% Female).

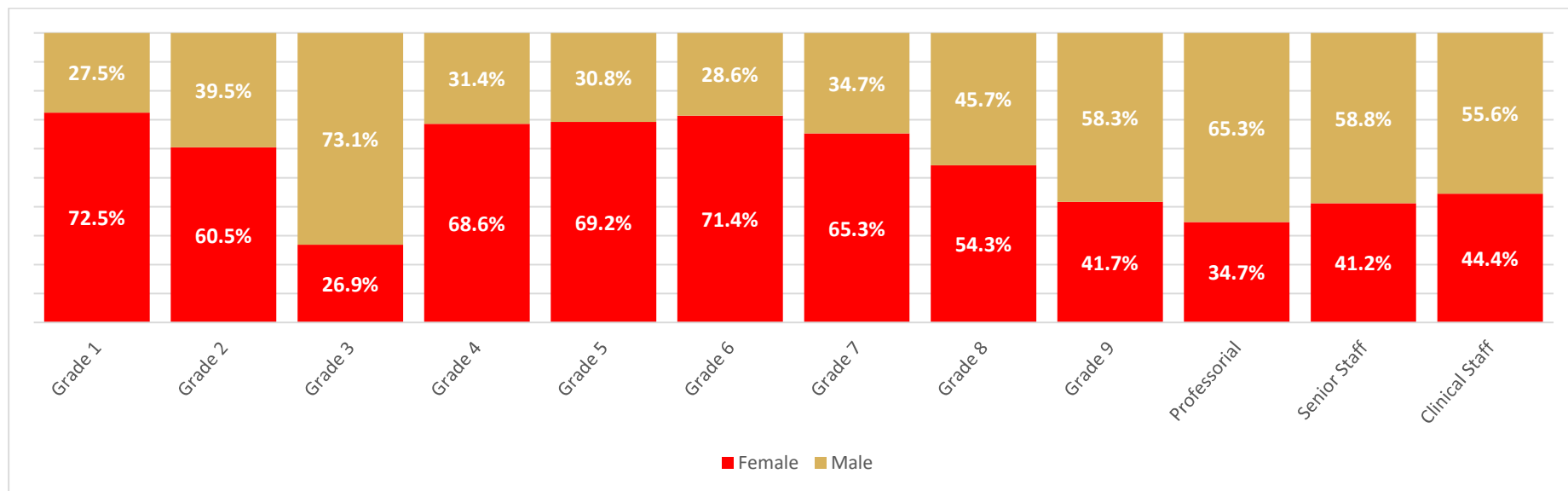
There is an improvement on the Mean variance from last year with a Mean variance of 5.4% compared to 6.0% last year. Similarly, there is an improvement on the Median variance which currently stands at 1.8% compared to 8.7% last year. Distribution in Upper Middle and Upper Quartiles remains relatively unchanged this year, however Lower Middle and Lower Quartile data indicates a flip in data as shown below which has significantly contributed to the Median variance reduction.

	LOWER QUARTILE		LOWER MIDDLE QUARTILE	
	LAST YEAR	CURRENT YEAR	LAST YEAR	CURRENT YEAR
FEMALE	71.6%	56.9%	56.8%	71.9%
MALE	28.4%	43.1%	43.2%	28.1%



TABLE 1.7 ALL EMPLOYEES

PROPORTION OF MALES AND FEMALES IN EACH GRADE



Analysis by Grade emphasises the assessment that the Gender Pay Gap variance is primarily a result of under-representation of female employees in the more senior roles within the University. Data does however indicate increased female representation in the Professorial category (34.7% compared to 29.3% last year) and the Senior Staff category (41.2% compared to 31.2% last year).



4. SUMMARY

- 4.1 It is important to highlight that a Gender Pay Gap is different to that of an Equal Pay Gap.

Under Equal Pay comparisons are made between male and female employees being employed to carry out the same role, similar roles, or work of equal value. This level of analysis is covered by the Equal Pay Audit.

A Gender Pay Gap differs in that it demonstrates the differences in the average pay between male and female employees regardless of their role/equal value. It identifies whether or not lower paid jobs are more likely to be filled by female employees than male employees. A high Gender Pay Gap does not mean that male and female employees are not being paid equally.

- 4.2. Whilst Bangor University's median Gender Pay Gap (5.7%) is smaller than the UK national median Gender Pay Gap (15.4%), a gap still exists. Comparing the current year data with that of last years, where the Median Gender Pay Gap stood at 7.2%, we are already starting to see the impact of our action plan. It is however important to continue to consider influencing factors and continue to develop and review the action plan to move to further reduce/address the gap.

The University may wish to take 'positive action', permitted under the Equality Act, to help address areas of concern if it believes that employees/job applicants are:

- At a disadvantage because of their sex, and/or
- Are under-represented in the organisation, or whose participation in the organisation is disproportionately low, because of their sex and/or
- Have specific needs connected to their sex.

If 'positive action' is taken the University must show specific evidence that any positive action is both reasonably considered and appropriate and will not discriminate against others.



- 4.3 In order to protect anonymity Ethnicity Pay Gap data has been presented at Institutional level only. The data indicates a Mean variance of -12.1% and a Median variance of -1.7%, both in favour of BAME employees.

- 4.4 Disability Pay Gap data has also been presented at Institutional level only to protect anonymity. Data indicates a Mean variance of 12.9% and a Median of 16.8% both in favour of employees who have not identified as disabled.

- 4.5 It is worth noting that Bangor University do not outsource its manual roles and continues to undertake all these in house (e.g., domestics, security, catering). All these roles are included in the audit.



5. ACTION PLAN TO REDUCE THE GENDER PAY GAP

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

The University is a member of the Athena SWAN Gender Equality Charter and holds a Bronze institution-level award in recognition of its support of, and continued work towards, gender equality. A commitment to addressing gendered occupational segregation and tackling the gender pay gap are key elements of the charter and as such a key priority in the University's Athena SWAN action plan 2018-2023.

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

Positive actions

- We will continue to explore positive action opportunities to identify ways to expedite the reduction of the Gender Pay Gap. We await publication of the Government Equalities Office's new updated guidance on positive action due by December 2022 to inform our next steps.



Career progression and development opportunities

- We are piloting a Workload Allocation Model (WAM) in academic schools to ensure fairness of treatment and ensure that all employees are in an equal position to develop to their full potential. The WAM will take individual circumstances into account; for example, following absences from work (such as maternity leave) there is an additional allowance for research and scholarship in the first semester after returning.
- Equality, diversity, and inclusion underpins all our promotion and progression procedures. We continue to review our promotion policies and procedures and other pay decisions ensuring equality is reinforced at every opportunity. The University is currently at negotiation stage with the Trades Unions in relation to the most recent review of the academic promotion pathway.
- We will continue to introduce leadership development opportunities e.g., research leadership
- As part of the new promotion process, we will continue to encourage female academic employees to apply for promotion through mentoring and the PDR process.
- We will review the success of the in-house Research Leadership programme and consider extending to other roles across the University.
- We continue to run, and monitor, academic mentoring, and a senior academic mentoring scheme to increase the confidence of female employees to apply for promotion and effectively manage their careers.



- We continue to grow our attendance at Advance HE's Aurora Leadership Programme for women.
- We will continue to provide targeted professional development events (particularly for early career employees) to encourage employees to engage with career development opportunities.

Recruitment and reward

- Building on the success of the implementation of unconscious bias training we will continue to roll out the training across the University along with a range of other training opportunities.
- A requirement during our recruitment process is to ensure, where possible, diversity of representation on recruitment panels e.g., gender representation among those involved in the process. We will continue to review the implementation of this requirement.
- In the event of a male, single-gender shortlist, we will encourage shortlisting panels to review the applications of all candidates to ensure no female candidates were overlooked.
- We will further review our Interview Matrix documentation to ensure consistency in interview process and detail of feedback for unsuccessful applicants.
- We have introduced a starting salary policy and will monitor and review its effectiveness.
- We will strongly encourage best practice in offering posts and roles as flexible/part-time/job-share opportunities.



Employee Support Policies

- We continue to highlight our enhanced University Maternity scheme and University Adoption scheme rules, having removed the requirement for a qualifying period thus ensuring all individuals, who wish to do so, can benefit from the enhanced payments from the first day of employment.
- We continue to offer a suite of salary sacrifice schemes including the opportunity to buy additional leave and childcare vouchers.
- We promote the opportunity for flexible working through our Flexible Working Policy.
- We continue to ensure that managers are aware of maternity, paternity and adoption policies and procedures and best practice in managing employees before, during and on return from maternity leave.
- Continue to raise awareness of Shared Parental Leave opportunity.
- We will implement the opportunity for individuals to undertake dynamic working.
- Consider how employees can be better supported on return to work in terms of managing workloads and getting their research career back on track.
- Following the University's commitment to the Athena SWAN agenda most Task Groups, College and University Committees continue to be held between 10 a.m. and 4 p.m. to ensure that employees with family commitments can attend.



Employee Training

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