



Gender Pay Gap Report 2022



From the Vice-Chancellor



Equality, diversity and inclusion are central to Bangor University's strategy and activity, and this report is an important part of our commitment to eradicate inequality. Although measures put in place to reduce the Gender Pay Gap take time to have an effect, I am confident that our range of actions are having a positive impact.

I am pleased to introduce our 2022 Gender Pay Gap report which measures differences between the average earnings of the men and women who work here.

Although Gender Pay reporting has been required for several years now, it is not a requirement to publish the information. However, as part of our commitment to this work, we think it is important to do so.

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 five years ago, the University's median gender pay gap has reduced by 5.3%. The gap is not caused by women 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.

So, there are areas in which there is more to do. For example, we are taking action to address the under-representation of female employees in higher paid roles at the University through the identification of influencing factors and the continued development and review of our action plan.

We aspire to achieve the Athena SWAN Silver award within two years and the appointment of an Associate Pro-Vice-Chancellor for Diversity and Inclusion to lead on our work in this area demonstrates our commitment to meet this objective. I am confident in the progress already made in our mission to embed diversity and inclusivity in all parts of University life and we will continue to work to identify opportunities to achieve our strategic aims in this area.

We will continue to strive to close the Gender Pay Gap so that we can call ourselves a truly diverse, inclusive, and equal community.

Professor Edmund Burke
Vice-Chancellor

1.INTRODUCTION



- I. 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.
- II. 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.
- III. 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.
- IV. 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.
- V. The University, for the second time, is voluntarily publishing details of its Disability Pay Gap. It is also voluntarily publishing its Ethnicity Pay Gap, for the third year. To protect anonymity, data is presented at Institutional level only and not by quartile pay bands.



2. COVERAGE

- I. 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.
- II. The data covers all individuals employed by the University as of 31 March 2022. 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.
- III. 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).
- IV. 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.
- V. 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.
- VI. 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. This approach to analysis is echoed when formulating the Disability pay gap data, where a positive percentage figure indicates disabled staff are in receipt of lower pay, in comparison to non-disabled staff.

3.FINDINGS



Data has been analysed as follows:

- % difference in median pay between male and female employees**
- % difference in mean and median bonus payment, plus proportion of male/females who received bonus**
- % difference in mean pay between male and female employees**
- 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**

TABLE 1.1 INSTITUTION OVERVIEW



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

Mean Gender Pay Gap	Female Mean =	£18.08	Male Mean =	£20.83	Variance =	13.2%
Median Gender Pay Gap	Female Median =	£18.18	Male Median =	£19.29	Variance =	5.8 %
Mean Gender Pay Gap	Female Mean =	£ 0.00	Male Mean =	£ 0.00	Variance =	0.00 %
Median Bonus Gender Pay Gap	Female Median =	£ 0.00	Male Median =	£ 0.00	Variance =	0.00 %
Proportion of males receiving bonus payment			Male =	0%		
Proportion of females receiving bonus payment	Female =	0%				
Mean Ethnic Pay Gap	BAME =	£20.67	White =	£19.06	Variance =	-8.4%
Median Ethnic Pay Gap	BAME =	£19.07	White =	£18.18	Variance =	-4.9%
Mean Disability Pay Gap	Identified as Disabled =	£17.30	Not Identified Disabled =	£19.46	Variance =	11.1 %
Median Disability Pay Gap	Identified as Disabled =	£16.17	Not Identified Disabled =	£19.03	Variance =	15 %

Proportion of Males and Females in each quartile pay band

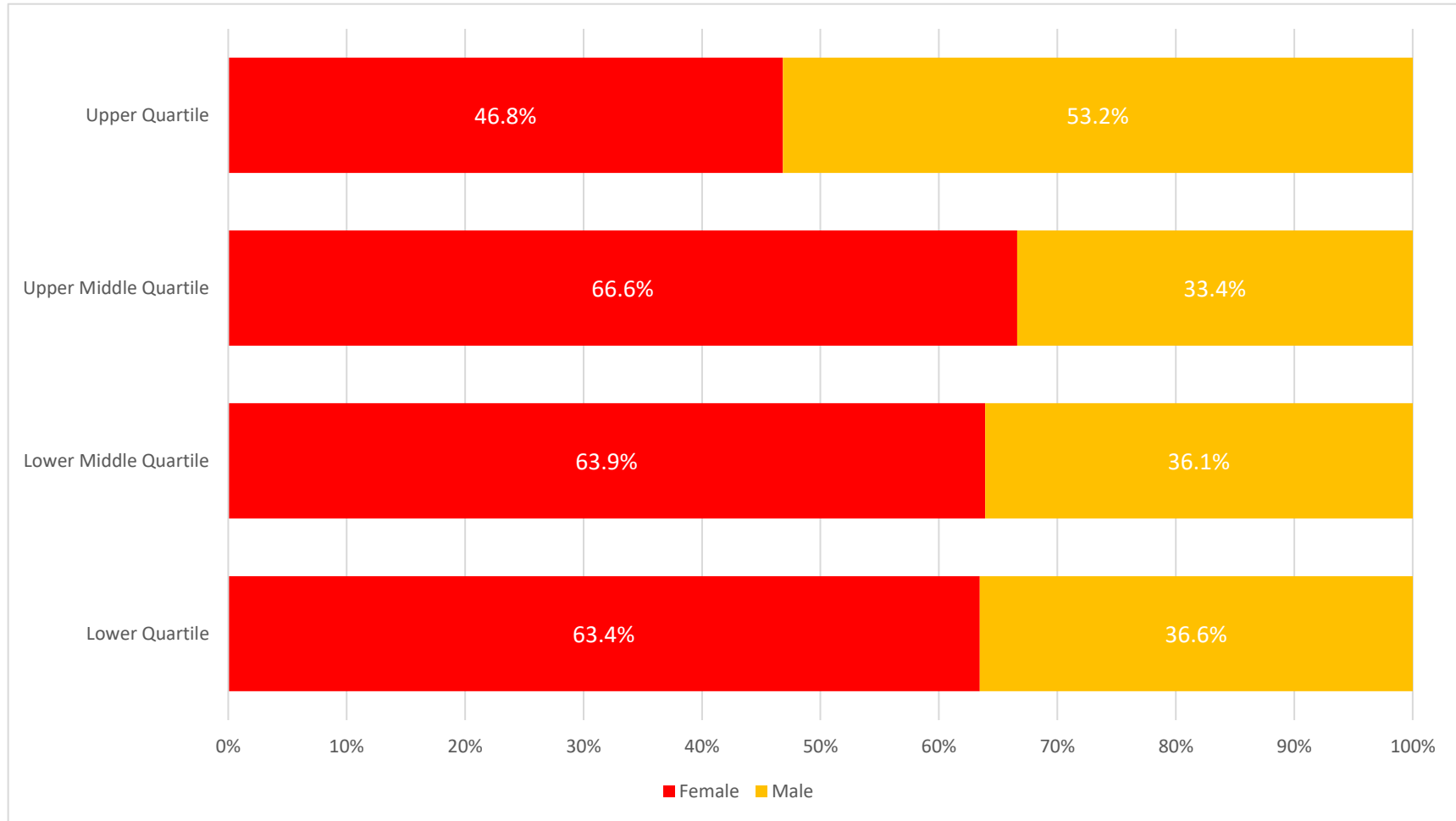
Of the 506 employees in the lower quartile, 185 are male and 321 are female. This means 36.6% are male and 63.4% are female.

Of the 507 employees in the lower middle quartile, 183 are male and 324 are female. This means 36.1% are male and 63.9% are female.

Of the 506 employees in the upper middle quartile, 169 are male and 337 are female. This means 33.4% are male and 66.6% are female.

Of the 506 employees in the upper quartile, 269 are male and 237 are female. This means 53.2% are male and 46.8% are female.

PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND





- I. 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 5.8% higher than Female employees' pay, and Male Mean 13.2% higher than Female employees.

Bangor University's Median Gender Pay Gap (5.8%) is significantly lower than the UK national, for which the ONS provisional data published for 2022 indicates an estimated 16.2% variance in HE settings and 14.9% across the economy as a whole. Bangor University has continued to perform favourably in contrast to the ONS median Gender Pay Gap statistics for the 5th year in succession.

Whilst it is evident that the number of female employees outnumber male employees (60.2% of the workforce being female), the overall Gender Pay Gap for the University (13.2% Mean) appears to reflect the proportion of male staff in senior roles at the University, in comparison to their female colleagues.

- II. In line with UCEA guidance, 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.
- III. 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.
- IV. Data in Table 1.1. indicates a positive Ethnicity Pay Gap in favour of BAME employees with Mean pay being 8.4% higher than white employees. The data reflects a positive reduction in the disparity between BAME and White staff in comparison to the Universities 2020, 2021 figures. The Median variance of 4.9% also leans in favour of BAME staff.

BAME staff currently represent 7% of the Universities work force with 80.9% employed in positions which range between Grade 6 and 9 in comparison to 69.8% of their White peers. 12.1% of BAME staff occupy positions which range between Grade 1 and 5, in comparison to 25.4% of White staff.

- V. The Disability Pay Gap, as shown in Table 1.1. indicates a Mean variance of 11.1% and Median of 15% in favour of staff who do not identify as disabled. The data reflects a favourable reduction in disparity in comparison to Bangor Universities 2021 data (Mean 12.9%, Median 16.8%).

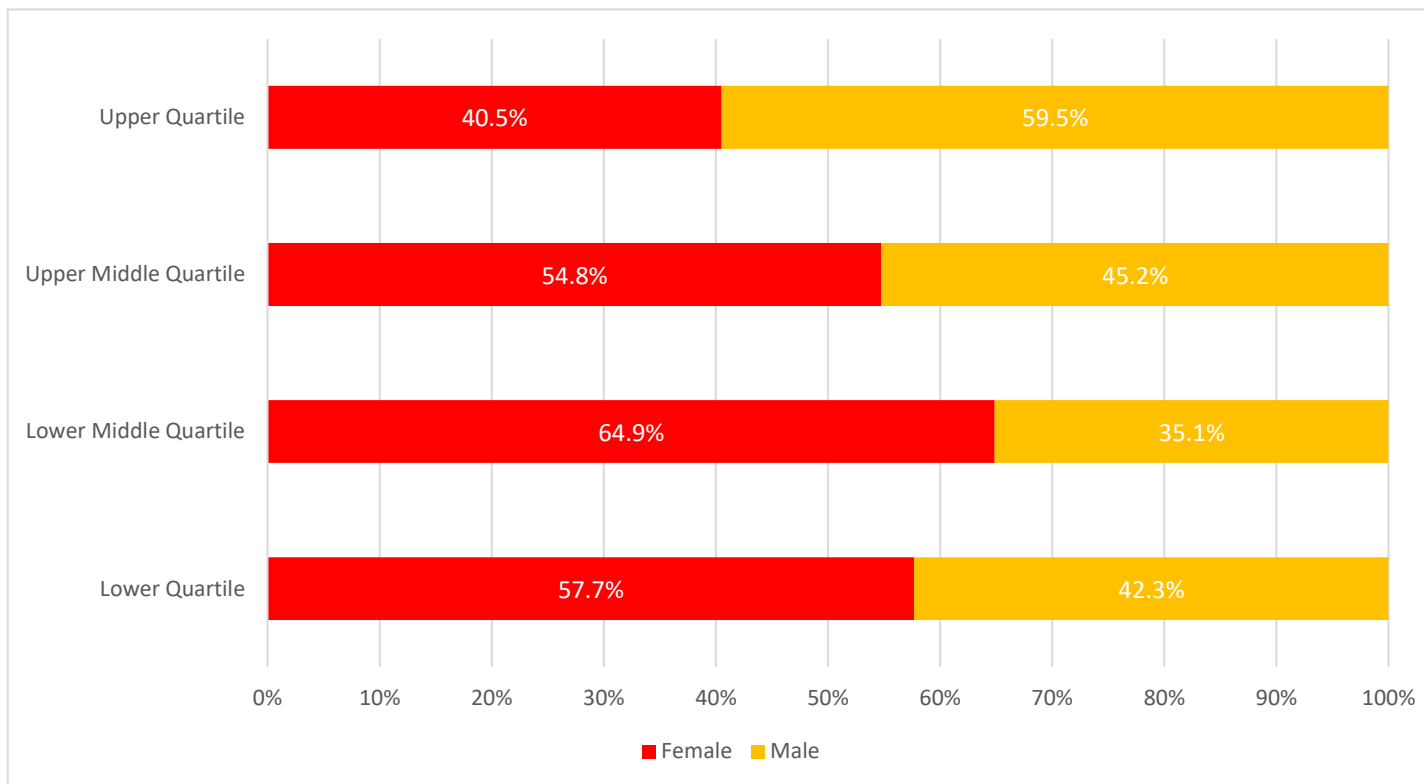
Disabled staff represent 10% of the University's workforce (a 1% increase in comparison to 2021 figures) Of these, 52.34% are employed at Grade 6 or below, a marginal reduction in comparison to the University's 2021 data (56.4%).

TABLE 1.2 ACADEMIC & RESEARCH



Mean Gender Pay Gap	Female Mean =	£22.06	Male Mean =	£24.86	Variance =	11.3%
Median Gender Pay Gap	Female Median =	£20.47	Male Median =	£23.70	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%			
<u>Proportion of Males and Females in each quartile pay band</u>						
Of the 241 employees in the lower quartile, 102 are male and 139 are female. This means 42.3% are male and 57.7% are female.						
Of the 242 employees in the lower middle quartile, 85 are male and 157 are female. This means 35.1% are male and 64.9% are female.						
Of the 241 employees in the upper middle quartile, 109 are male and 132 are female. This means 45.2% are male and 54.8% are female.						
Of the 242 employees in the upper quartile, 144 are male and 98 are female. This means 59.5% are male and 40.5% 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. This year's Mean Pay Gap of 11.3% is lower than last year's figure (14.2%) but the Median gap has remained static at 13.6%.

Further Analysis of the data demonstrates female staff occupy 40.5% of positions in the Upper Quartile roles, in comparison to 38% in 2021 and 37.7% in 2020. The data reflects a gradual, positive progression to address the gender pay gap amongst this category of staff.

The Lower Quartile continues to be weighted by female staff (57.7%) which reflects a return to an improved balance of genders in this Quartile (64.6% in 2021, 55.9% in 2020).

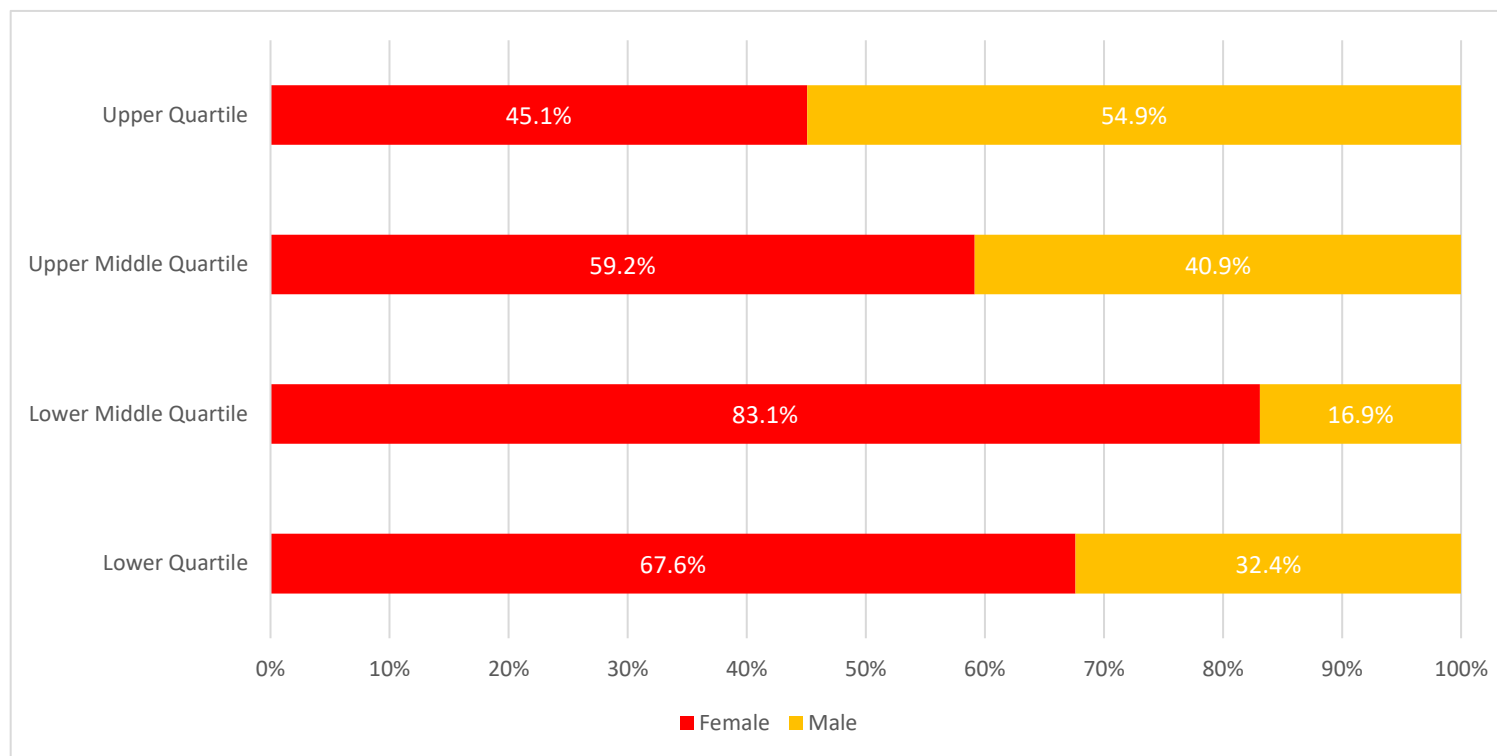
Overall, the Academic and Research category comprises of 54.5% females and 45.6% males, with the weakest balance of gender (64.9% in favour of females) evidenced in the Lower Middle Quartile.



TABLE 1.3 MANAGERIAL & PROFESSIONAL OVERVIEW

Mean Gender Pay Gap	Female Mean =	£20.66	Male Mean =	£24.90	Variance =	17%
Median Gender Pay Gap	Female Median =	£19.29	Male Median =	£22.35	Variance =	13.7%
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%				
<u>Proportion of Males and Females in each quartile pay band</u>						
Of the 71 employees in the lower quartile, 23 are male and 48 are female. This means 32.4% are male and 67.6% are female.						
Of the 71 employees in the lower middle quartile, 12 are male and 59 are female. This means 16.9% are male and 83.1% are female.						
Of the 71 employees in the upper middle quartile, 29 are male and 42 are female. This means 40.8% are male and 59.2% are female.						
Of the 71 employees in the upper quartile, 39 are male and 32 are female. This means 54.9% are male and 45.1% are female.						

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



Analysis of the category as a whole identifies 63.7% of staff are female, which is almost on par with ONS 2021 data for this area (63%).

The Median value demonstrates a reduction in variance from 15.4% to 13.7%

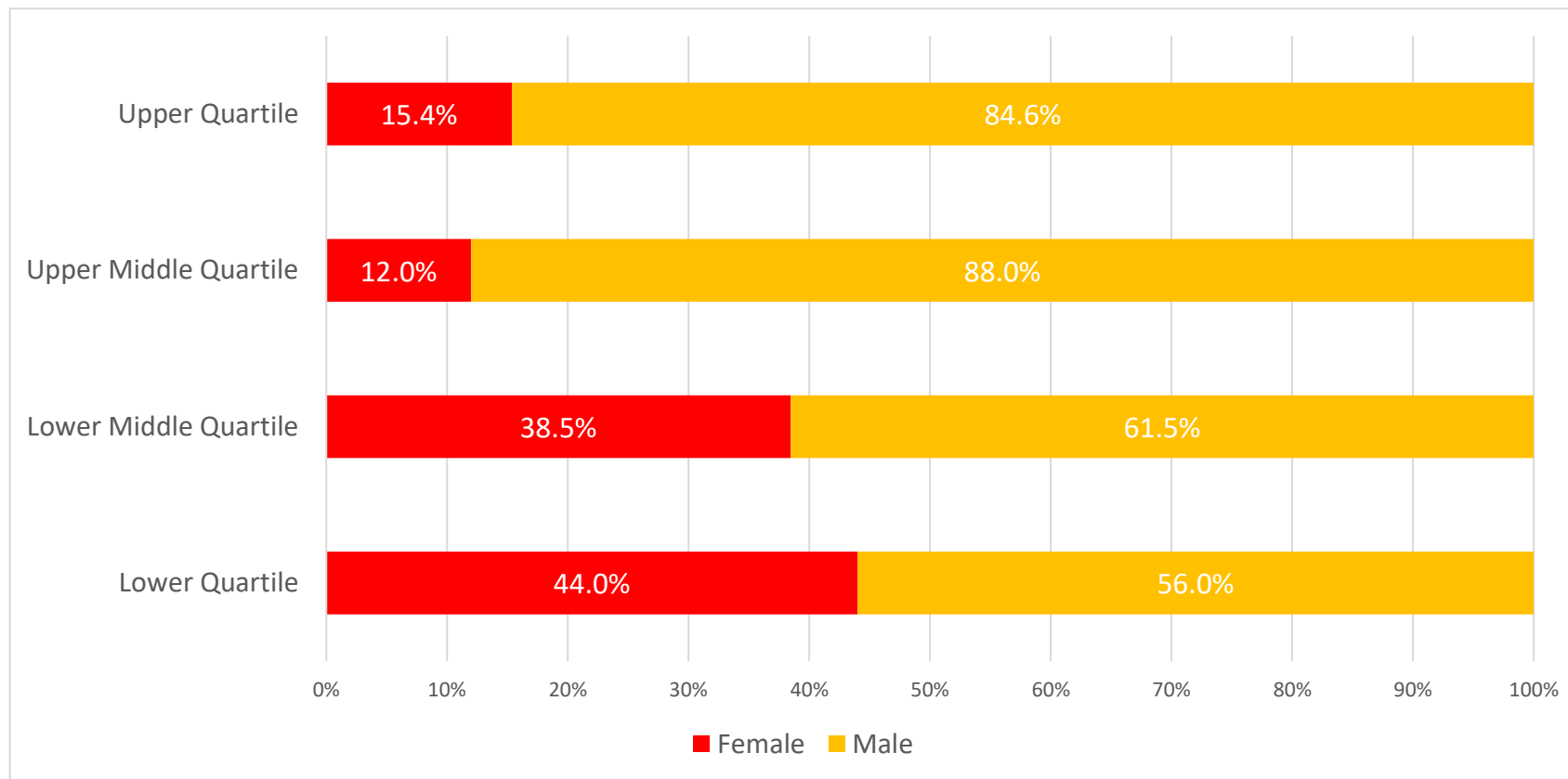
The data continues to indicate that female Managerial and Professional employees are, in the majority, in the Lower and Lower Middle Quartiles. Overall, the data suggests a reduction in the balance of gender across the higher Quartiles in comparison to 2021 and is further evidenced by the increase in the mean variance from 15% to 17%.



TABLE 1.4 TECHNICAL OVERVIEW

Mean Gender Pay Gap	Female Mean =	£12.69	Male Mean =	£14.30	Variance =	11.3%
Median Gender Pay Gap	Female Median =	£12.27	Male Median =	£13.76	Variance =	10.8%
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%				
<u>Proportion of Males and Females in each quartile pay band</u>						
Of the 25 employees in the lower quartile, 14 are male and 11 are female. This means 56% are male and 44% are female.						
Of the 26 employees in the lower middle quartile, 16 are male and 10 are female. This means 61.5% are male and 38.5% are female.						
Of the 25 employees in the upper middle quartile, 22 are male and 3 are female. This means 88% are male and 12% are female.						
Of the 26 employees in the upper quartile, 22 are male and 4 are female. This means 84.6% are male and 15.4% are female.						

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



The number of female Technical role holders has increased from last year, with females representing 27.5% of the Technical workforce, in comparison to 24.2% in 2021 and 26.5% in 2020.

Female representation in the Upper and Upper Middle Quartiles has decreased, whilst the female presence in the Lower Middle and Lower Quartiles has increased by 8.06%, 10.7% respectively.

The Mean pay variance has increased from 7.3% to 11.3% in favour of male role holders. However, the Median variance has marginally decreased to 10.8% in comparison to 11.1% last year.

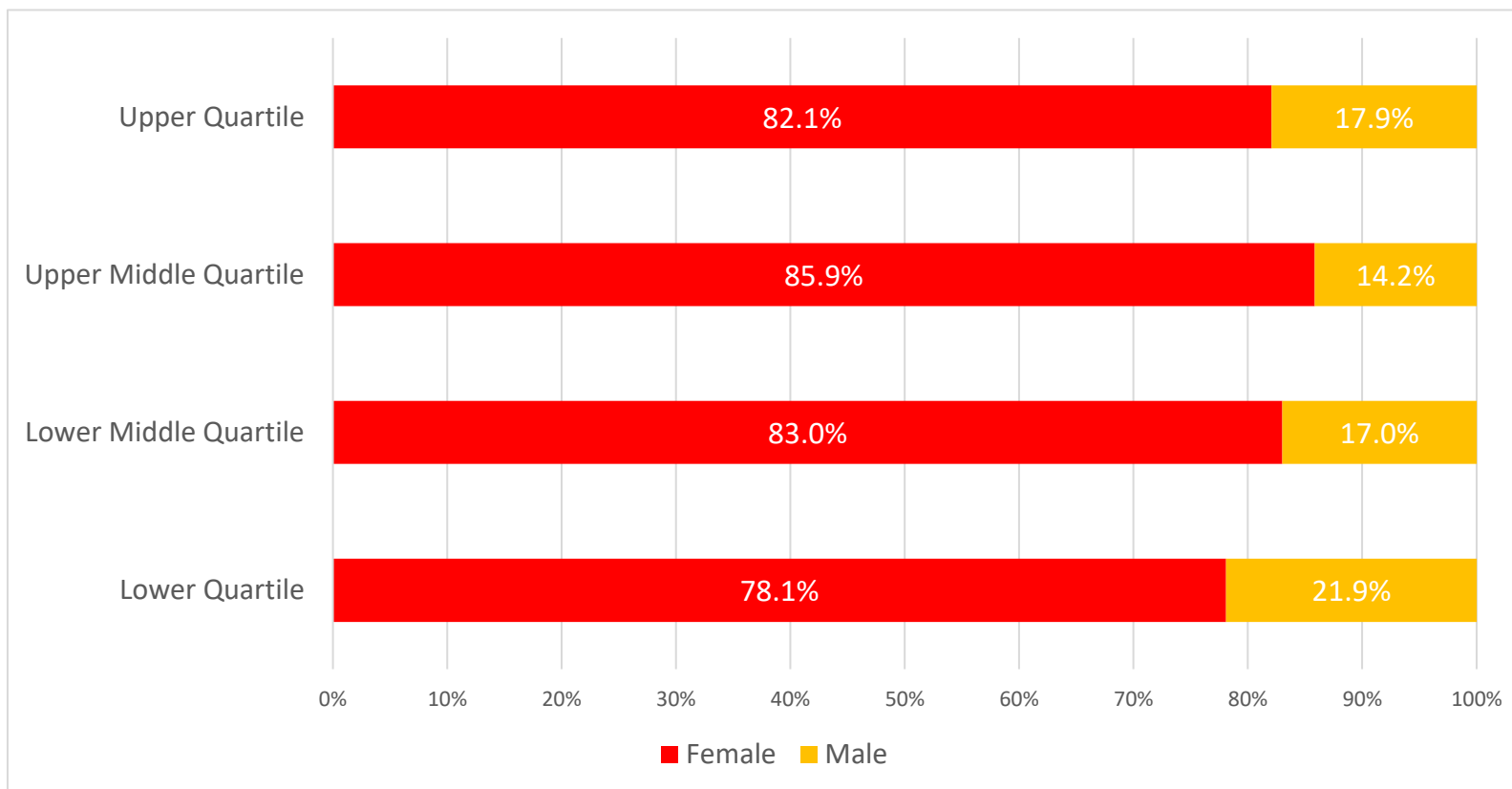
In 2022, 0 Females received new roles which are represented in the Upper and Upper Middle Quartiles.



TABLE 1.5 ADMINISTRATIVE & CLERICAL OVERVIEW

Mean Gender Pay Gap	Female Mean =	£14.39	Male Mean =	£13.81	Variance =	- 4.2%
Median Gender Pay Gap	Female Median =	£13.50	Male Median =	£12.86	Variance =	-5%
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 105 employees in the lower quartile, 23 are male and 82 are female. This means 21.9% are male and 78.1% are female.						
Of the 106 employees in the lower middle quartile, 18 are male and 88 are female. This means 17% are male and 83% are female.						
Of the 106 employees in the upper middle quartile, 15 are male and 91 are female. This means 14.2% are male and 85.8% are female.						
Of the 106 employees in the upper quartile, 19 are male and 87 are female. This means 17.9% are male and 82.1% are female.						

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



Female role holders continue to dominate all Quartiles within the Administrative & Clerical category and currently represent 82% of the workforce, a 1.4% increase in comparison to the 2021 data. Negligible increases in the presence of Female staff are evident across the Upper, Lower Middle and Lower Quartiles. A notable increase in the Upper Middle quartile is also visible.

The variance in median pay has increased to -5% in favour of Female staff and the mean variance of -4.2% echoes this perspective. 80.4% of Grade 5 and Grade 6 positions are occupied by Female staff, in comparison to 66.7% of males.

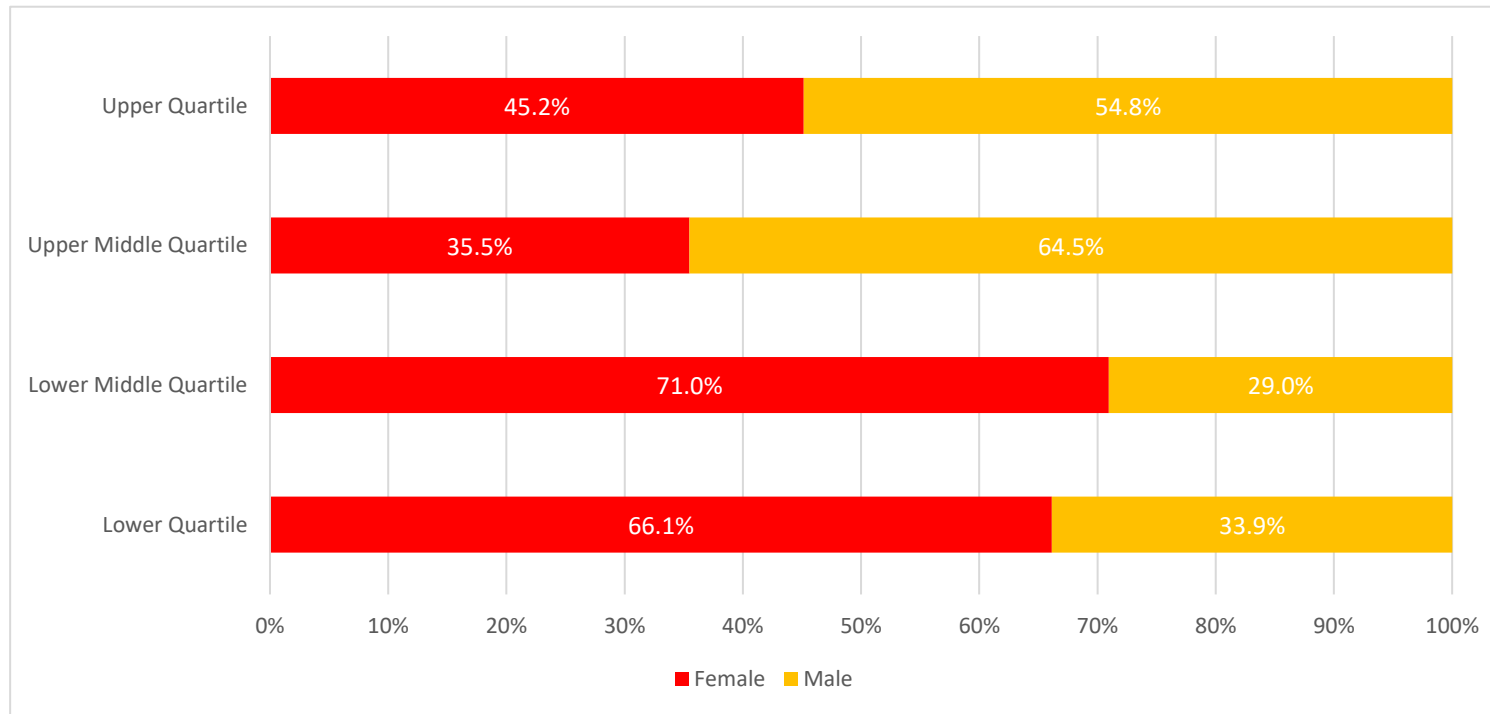


TABLE 1.6: MANUAL OVERVIEW

Mean Gender Pay Gap	Female Mean =	£9.95	Male Mean =	£10.48	Variance =	5.1%
Median Gender Pay Gap	Female Median =	£9.38	Male Median =	£ 9.64	Variance =	2.7%
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%				
<u>Proportion of Males and Females in each quartile pay band</u>						
Of the 62 employees in the lower quartile, 21 are male and 41 are female. This means 33.9% are male and 66.1% are female.						
Of the 62 employees in the lower middle quartile, 18 are male and 44 are female. This means 29% are male and 71% are female.						
Of the 62 employees in the upper middle quartile, 40 are male and 22 are female. This means 64.5% are male and 35.5% are female.						
Of the 62 employees in the upper quartile, 34 are male and 28 are female. This means 54.8% are male and 45.2% are female.						



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



There continues to be a close distribution of Male and Female employees undertaking manual roles (45.6% Male / 54.4% Female) although this figure demonstrates a slight increase in favour of Females in comparison to the 2021 data (47.1% Male / 52.9% Female). In contrast to the ONS 2021 data, which states 57% of Manual worker roles are carried out by females, Bangor University is performing favourably.

The Mean variance has improved for the third year in succession and now stands at 5.1% (previously 5.4% in 2021, and 6.0% in 2020).

The Median variance has increased to 2.7% in comparison to 1.8% in 2021, however is still a notable improvement when compared to the 8.7% variance captured in the 2020 data.

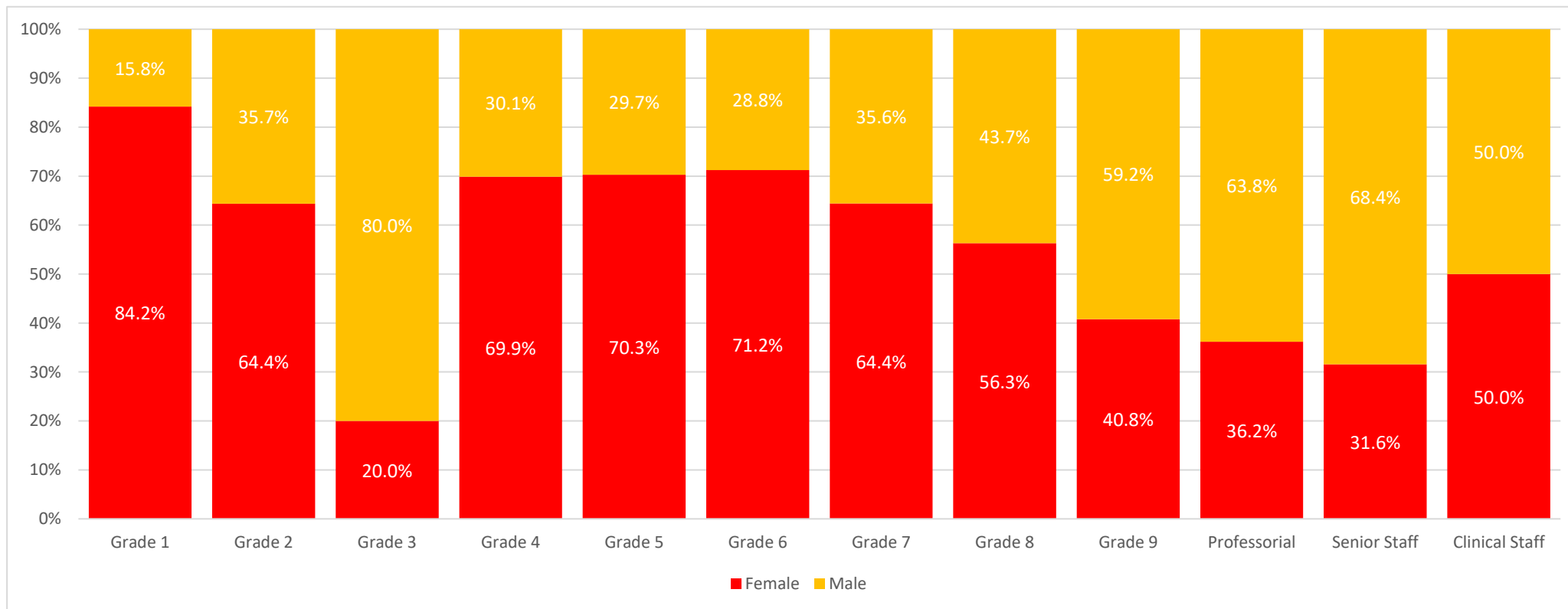
Distribution in the Upper, Upper Middle and Lower Quartiles has notably changed, with Female representation increasing by +17.5% in the Upper Quartile and 9.2% in the Lower Quartile. The occupancy of roles in the Upper Middle Quartile by males has also increased by 20%.

The uplift to the 2021 Living Wage rate is believed to be the driver for the notable change in the distribution of genders across the quartiles.

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 as a result of under-representation of female employees in the more senior roles within the University. The data does however indicate an increase in female representation in the Clinical staff category (50% compared to the 44.4% last year) Professorial category (36.2% compared to 34.7% last year) and the Grade 8 category (56.3% compared to 54.3% last year).

An increase in male representation in the Senior Staff category is evident (68.4% in comparison to 58.8% last year). The occupancy of Females in Grade 1 positions has also increased by 11.7% from 72.5% in 2021 to 84.2% and reflects the resurgence of catering appointments post pandemic.



4.SUMMARY

- I. 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.
 - II. 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.
 - III. Whilst Bangor University's median Gender Pay Gap (5.8%) is smaller than the UK national median Gender Pay Gap (14.9%), a gap still exists.
 - IV. This year's Median Gender Pay Gap at 5.8%, is marginally inflated in comparison to last year's margin of 5.7% and demonstrates the need for a continued commitment to address vertical segregation in the University, through the identification of influencing factors, and the continued development/review of the University's action plan to address the Gender Pay gap.
 - V. The University may wish to take 'positive action', permitted under the Equality Act, to help address areas of concern, if it believes 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, appropriate and will not discriminate against others.
- VI. To protect anonymity, the Ethnicity Pay Gap data has been presented at Institutional level only. The data indicates a Mean variance of -8.4% and a Median variance of -4.9%, both in favour of BAME employees. The reduction in Mean variance when compared to -12.1% in 2021 demonstrates a positive step towards harmonising pay. The increased Median variance to -4.9% (-1.7% in 2021) suggests an increase in the number of BAME staff in Senior roles.
 - VII. Disability Pay Gap data has also been presented at Institutional level only, to protect anonymity. Data indicates a Mean variance of 11.1% and a Median of 15%, both in favour of employees who have not identified as disabled and evidences a reduction in disparity when compared to the Universities initial sharing of Disability Pay Gap data in 2021 (12.9% Mean variance, 16.8% Median variance).
 - VIII. It is worth noting that Bangor University does not outsource its manual roles and continues to facilitate these positions in house (e.g., domestics, security, catering). All these roles are included in the audit.



ACTION PLAN TO REDUCE THE GENDER PAY GAP

- The Gender Pay Gap is a long-standing societal concern, which is influenced by a number of factors which relate to social pressures and norms, employer/institutional mandates/expectations, and family pressures. Due to the breadth of the subject, the University accepts it 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.
- As supported by our annual Equal Pay Audits, it is evident that the primary influencing factor on the Universities 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 the current initiatives in place to ensure they remain fit for purpose and continue 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

Career progression and development opportunities

- Equality, Diversity, and Inclusion underpin 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 Promotions pathway was relaunched in November 2022 and will provide a platform to measure performance and respond accordingly to applications from a diverse range of fields, across the University.
- Since 2020, a Workload Allocation Model (WAM) has been piloted within four academic schools, with the aim of ensuring equitable and planned workloads across the University.

For 2022/23, the WAM pilot will continue but will extend to include all schools. As part of its reporting functions, the model will provide data to enable the comparison of employee workload allocations against certain protected characteristics, i.e., gender and ethnicity. Individual circumstances including maternity leave will also be considered, with guidance of increased time for research and scholarship in the first semester upon return, to support the principle of ensuring all employees are treated fairly and are given equal opportunities to develop to their full potential.
- Bangor University is committed to implementing the Athena Swan Gender Equality Charter and addressing the underrepresentation of women in Senior Leadership positions. We will

continue to highlight and encourage participation with Leadership and professional development opportunities (particularly for early and mid-career employees) to invest in our existing workforce and encourage progression and personal growth.

- We continue to fund places on Advance HE's Aurora Leadership Programme. The programme is for female staff (up to senior lecturer level or the professional services equivalent) who wish to develop and explore issues relating to leadership roles and responsibilities. Participants are paired with a senior mentor from the University, who supports them throughout the programme.
 - 9 female staff have completed the Aurora programme since 2020 when Bangor University initially funded places on this programme and we are committed to continue building attendance numbers. We currently have 7 participants confirmed for the 22/23 programme.



- The Academic Mentoring scheme enables staff who have 3 or more years of experience in an academic role to receive mentoring from more senior academics. The 2021 cohort consisted of 12 participants, including 9 females and this year's enrolment consists of 16 females and 5 males.
 - A similar scheme which is focused on the mentoring of Senior staff has received strong female support, with the 2022/23 cohort attracting 7 females in comparison to 3 male attendees.
 - The HEA Fellowship mentoring provision which is in its first year of operation has attracted 3 female and 2 male attendees.
 - The University also offers a generic coaching and mentoring provision to all staff and since its introduction in 2015, and for the 4th consecutive year has consistently attracted a strong female attendance. The 2021/22 cohort contained the largest proportion of females so far who represented 83% of attendees.

"My mentor has both inspired and challenged me to evolve as an academic and I have already seen real impact in my practice. I appreciate the time the mentorship team spent matching staff effectively, and working in a male dominated field, I really valued having a female mentor and role model. She has given me valuable advice on strategic career direction, helped me prioritise my time effectively, challenged me to approach tasks that I might otherwise have avoided and given me confidence to apply for opportunities I would have previously considered out of reach."

“As a mentee I received support and encouragement from a Senior member of staff outside of my discipline. This provided an opportunity to learn fresh perspectives and experiment with new ways of working. The scheme is efficiently run and is a great way to boost your personal and professional development.”

- The Bangor Management programme was launched in November 2021, with the initial cohort consisting of 27 staff, 19 of whom were female from roles ranging between grade 6 and 8 of the current pay scale and in both Professional and Academic positions.

The programme enables participants to complete a selection of modules which have been designed to positively impact a participants personal and professional management development journey e.g., Managing People, Managing in a bilingual environment, Recruitment and Selection training, Understanding Self and Others and Equality and Diversity etc.

- The Aber-Bangor Research Leadership programme 22/23 Programme has 14 Bangor participants and for the second year in succession, 6 are female. The collaborative project with Aberystwyth University aims to enhance leadership capabilities, by ensuring staff have the skills, abilities, and confidence to lead and manage research and research teams effectively. It also aims to improve Research and Leadership development opportunities for Researchers in Wales by building strong, sustainable research communities across the country, a pledge which is echoed in Bangor Universities' Research Strategy.
- The Welsh Crucible is an award-winning personal, professional and leadership development programme for early and mid-careers researchers that facilitates and promotes research-inspired innovation and cross-disciplinary collaboration in Wales. In 2022, 4 participants from Bangor University took part, 3 of whom were female. Bangor has committed to a further two years of interaction with the programme.

Recruitment and reward

- Building on the success of the implementation of Unconscious Bias training, we will continue to roll out primary and refresher training opportunities.
- We will continue to review and build on our inclusive recruitment and selection practices with a particular focus on ensuring we reduce the impact of unconscious bias, protect against discrimination, and provide work and working environments that support both the needs and the progression of staff. We will be trialling anonymous hiring across our professional services in the near future and consideration is being given to the introduction of Bias check-ins for interview panel members, prior to interviews and are exploring the possibility of asking applicants for Senior Academic positions to include equality statements in their applications
- We will continue to actively support the creation of diverse recruitment panels whenever possible and review the implementation of this requirement.
- In the event of a male, single-gender shortlist, we will continue to 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 continue to monitor and review its effectiveness. In 2021, between the months of June and October, 48.3% of new staff received a salary which was above the baseline salary point for the relevant grade, in recognition of experience/achievements/previous salary to support continuity and career progression. 65.5% of staff who received the uplift were female.
- We will strongly encourage best practice in offering posts and roles as flexible/part-time/job-share opportunities and have started incorporating this option in all job specifications.

Employee Support Policies

- We continue to highlight our enhanced University Paternity scheme and University Adoption scheme rules, through the inclusion of these avenues in the HR induction presentation (available to all staff via Panopto recording) and by removing the requirement for a qualifying period, we have ensured all individuals who wish to do so, can benefit from the enhanced payments following their first day of employment.
- We offer a suite of salary sacrifice schemes including the opportunity to buy additional leave and childcare vouchers. In 2021, 83.9% of staff who opted to purchase annual leave were female. Regarding the purchase of childcare vouchers, within the same period of assessment, 53.9% of purchasers were female.

The results suggest the implementation of the referenced family friendly strategies are supporting females to succeed in the workplace. Whilst this is seen as a positive step to support females in the workplace, the University recognises the measure does not positively impact the Gender pay gap, as in line with Government guidance, the resulting reduction in pay due to the purchase of the benefit, adversely impacts the volume of data which can be captured.

- We continue to promote the opportunity for flexible working through the implementation of the Flexible Working Policy and highlight the benefits, alongside Shared parental leave, in university-wide communications.
- We have implemented the opportunity for individuals to undertake dynamic working when possible.
- The 'Guide for Managers' was introduced in 2021 and includes detailed reference to Employee Support Policies and Procedures. It has been shared with Managers across the institution and issued on a compulsory basis to new Managers in post.
- We continue to ensure that managers are aware of maternity, paternity, adoption policies, procedures, and best practice regarding the management of employees prior, during and post maternity leave. We will consider how employees can be better supported on their 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, we will continue to advocate best practice for meetings to be held between 10am and 4pm.

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. Refresher training of relevant modules/courses will be integrated into the current e-learning packages and launched in April 2023 in cohesion with the launch of the new HR system, which will promote visibility and support the completion of primary and refresher training.