



PRIFYSGOL
BANGOR
UNIVERSITY

GENDER PAY GAP REPORT 2020





INTRODUCTION

From the Vice-Chancellor

MARCH 2021



As part of our commitment to equality, opportunity, and transparency, I am pleased to share Bangor University's 2020 Gender Pay Gap Report.

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

The University's Executive team is fully committed to addressing the gender pay gap at Bangor University. Since we first reported on this three years ago, the University's median gap has reduced by almost 4%. This is significantly lower than the 15.5% reported for 2020 by the ONS for the UK nationally.

During the last 12 months we have reviewed our promotion, pay and reward processes to ensure they are transparent, objective and evidence-based and we hope to be in a position to implement these new processes in the near future. We continue to review our action plan and actively assess initiatives throughout the year ensuring positive steps are put in place to support gender pay-related initiatives. The University's commitment to the real living wage in itself has contributed to a positive reduction in the gender pay gap.

This action plan has been agreed and supported by the University's Executive team.



Professor
Iwan R. Davies,
President and 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 also voluntarily publishing details of its Ethnicity Pay Gap. 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 2020. 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 For the current, and future reports, the University has also decided to analyse and publish 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.



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

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 = £17.40	Male Mean = £20.20	Variance = 13.9 %
Median Gender Pay Gap	Female Median = £17.66	Male Median = £19.04	Variance = 7.2 %
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 = £20.37	White = £18.41	Variance = -10.6%
Median Ethnic Pay Gap	BAME = £24.10	White = £17.96	Variance = -34.2%

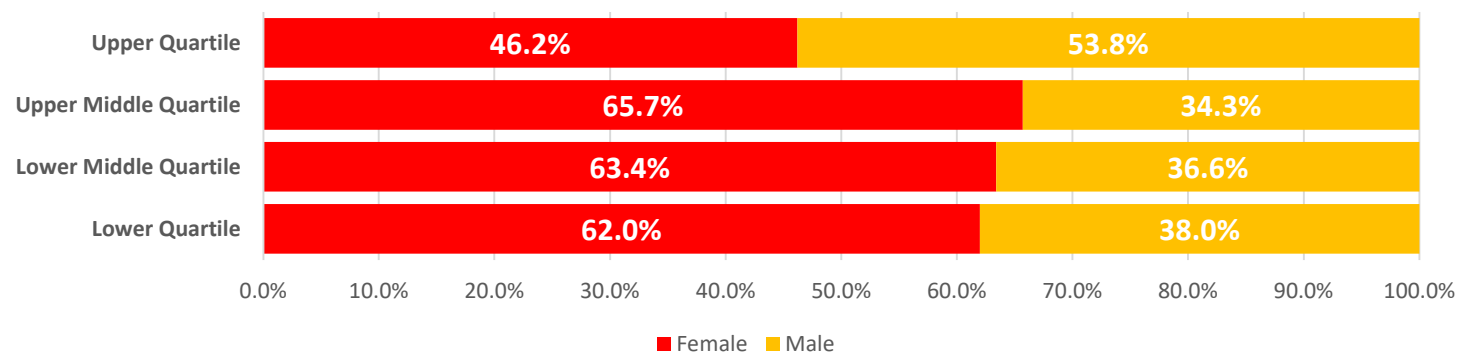
Proportion of Males and Females in each quartile pay band

Of the 516 employees in the lower quartile, 196 are male and 320 are female. This means 38.0% are male and 62.0% are female.

Of the 517 employees in the lower middle quartile, 189 are male and 328 are female. This means 36.6% are male and 63.4% are female.

Of the 516 employees in the upper middle quartile, 177 are male and 339 are female. This means 34.3% are male and 65.7% are female.

Of the 517 employees in the upper quartile, 278 are male and 239 are female. This means 53.8% are male and 46.2% 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 7.2% higher than Female employees' pay. Male Mean is 13.9% higher than Female employees. Whilst there is still work to be undertaken to address these gaps it is positive to note the improvement made to date from when we undertook our first Gender Pay Gap audit in 2018 when the Median pay gap stood at 11.1% and the Mean pay gap was 15.4.

Bangor University's Median Gender Pay Gap is significantly lower than the UK national for which the ONS provisional data published for 2020 indicates it stood at 15.5%

Whilst it is evident from the data that the number of female employees outnumber male employees (59.3% of the workforce being female), the overall Gender Pay Gap for the University (13.9% Mean) therefore appears to be primarily a result of greater male representation in the more senior roles within the University compared to female representation.

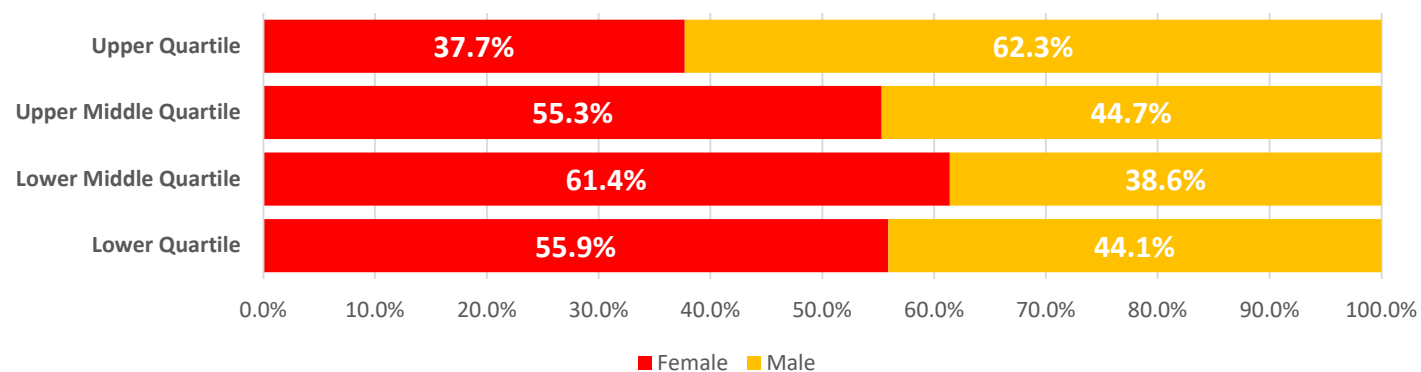
- 3.4 In line with UCEA guidance¹, Clinical Excellence Awards are classified as bonus pay. Clinical Excellence Awards are awarded by the NHS and are therefore out of the control of the University.
- 3.5 To understand the data further analysis was also undertaken by job families as can be seen in Tables 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 10.6% higher than white employees and Median pay being 34.2% 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>

**TABLE 1.2: ACADEMIC & RESEARCH OVERVIEW**

Mean Gender Pay Gap	Female Mean = £21.70	Male Mean = £24.91	Variance = 12.9 %
Median Gender Pay Gap	Female Median = £20.80	Male Median = £23.15	Variance = 10.2 %
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 227 employees in the lower quartile, 100 are male and 127 are female. This means 44.1% are male and 55.9% are female.			
Of the 228 employees in the lower middle quartile, 88 are male and 140 are female. This means 38.6% are male and 61.4% are female.			
Of the 228 employees in the upper middle quartile, 102 are male and 126 are female. This means 44.7% are male and 55.3% are female.			
Of the 228 employees in the upper quartile, 142 are male and 86 are female. This means 62.3% are male and 37.7% are female.			

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





Whilst there is an improvement on last year's Mean Pay Gap – current data showing a 12.9% gap compared with 15.8% in the previous year, the data continues to indicate that female academic & research employees are less likely to progress to the higher paid roles with fewer being paid at the Upper Quartile level compared to male academic & research employees who predominantly occupy the more senior roles. However, a slight improvement on this can be seen when comparing last year's Upper and Upper Middle Quartile data for females where each have improved by c.1%

TABLE 1.3: MANAGERIAL & PROFESSIONAL OVERVIEW

Mean Gender Pay Gap	Female Mean = £20.37	Male Mean = £23.96	Variance = 15.0 %
Median Gender Pay Gap	Female Median = £19.04	Male Median = £22.35	Variance = 14.8 %
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 69 employees in the lower quartile, 24 are male and 45 are female. This means 34.8% are male and 65.2% are female.

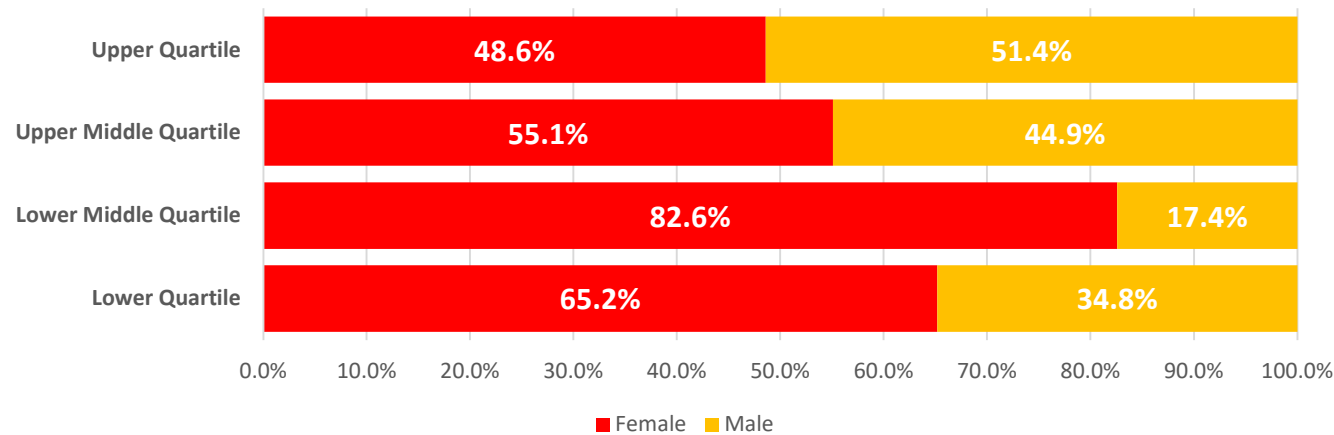
Of the 69 employees in the lower middle quartile, 12 are male and 57 are female. This means 17.4% are male and 82.6% are female.

Of the 69 employees in the upper middle quartile, 31 are male and 38 are female. This means 44.9% are male and 55.1% are female.

Of the 70 employees in the upper quartile, 36 are male and 34 are female. This means 51.4% are male and 48.6% are female.



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

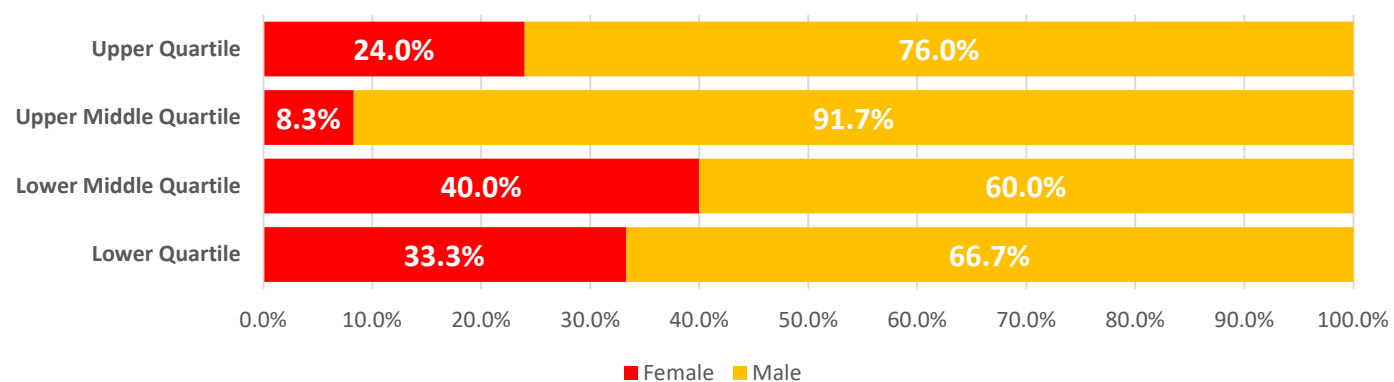


The data indicates that female Managerial and Professional employees are, in the majority, in the Lower and Lower Middle Quartiles. However, distribution in the Upper Quartile is almost equal with female representation in the Upper quartile having improved by 4.3% on last year. This is reflected in the reduction in the Mean Gender Pay Gap from 18% last year to 15% in the current year.

Whilst there is also an improvement in the Median Gender Pay Gap of 3.1% this still indicates that male Managerial and Professional employees' salaries are at a higher rate than female comparators.

**TABLE 1.4: TECHNICAL OVERVIEW**

Mean Gender Pay Gap	Female Mean = £12.87	Male Mean = £13.85	Variance = 7.1 %
Median Gender Pay Gap	Female Median = £12.05	Male Median = £13.06	Variance = 7.7 %
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 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 25 employees in the lower middle quartile, 15 are male and 10 are female. This means 60.0% are male and 40.0% are female.			
Of the 24 employees in the upper middle quartile, 22 are male and 2 are female. This means 91.7% are male and 8.3% are female.			
Of the 25 employees in the upper quartile, 19 are male and 6 are female. This means 76.0% are male and 24.0% are female.			

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



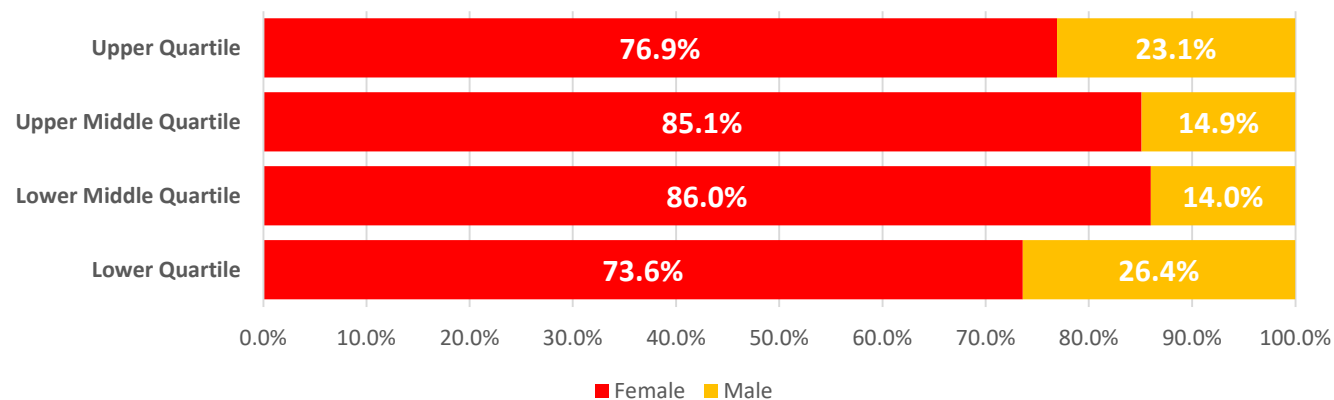
Whilst the number of female technical role holders (26.5%) is relatively small in comparison to male role holders (73.5%), it can be seen that the female role holders are, with exception of the Upper Middle Quartile, fairly distributed across the quartiles. The Upper Quartile female representation has increased from 16% in the previous year to 24% in the current year which is reflected in a lower Mean Gender Pay Gap of 7.1% compared to the previous 10.7%. Male representation has increased in the Lower and Lower Middle quartile which is also evident in an improved Median Gender Pay Gap of 7.7% compared to the previous 10.3%

TABLE 1.5: ADMINISTRATIVE & CLERICAL OVERVIEW

Mean Gender Pay Gap	Female Mean = £14.25	Male Mean = £14.10	Variance = -1.1 %
Median Gender Pay Gap	Female Median = £13.43	Male Median = £13.29	Variance = -1.1 %
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 121 employees in the lower quartile, 32 are male and 89 are female. This means 26.4% are male and 73.6% are female.			
Of the 121 employees in the lower middle quartile, 17 are male and 104 are female. This means 14.0% are male and 86.0% are female.			
Of the 121 employees in the upper middle quartile, 18 are male and 103 are female. This means 14.9% are male and 85.1% are female.			
Of the 121 employees in the upper quartile, 28 are male and 93 are female. This means 23.1% are male and 76.9% are female.			



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

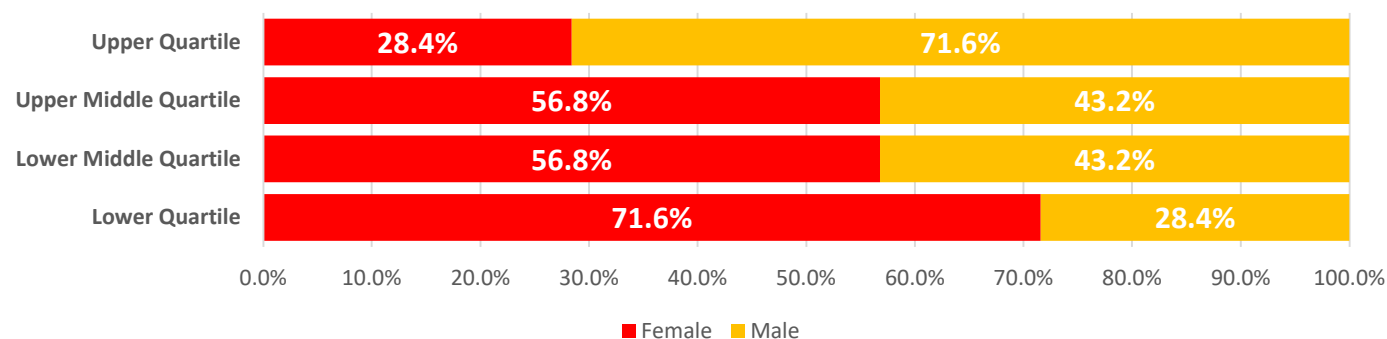


Female role holders represent 80.4% of Administrative & Clerical employees. The distribution across all quartiles for both gender groups is fairly consistent. Both the Mean and Median Gender Pay Gap stand at -1.1% in favour of female role holders.

**TABLE 1.6: MANUAL OVERVIEW**

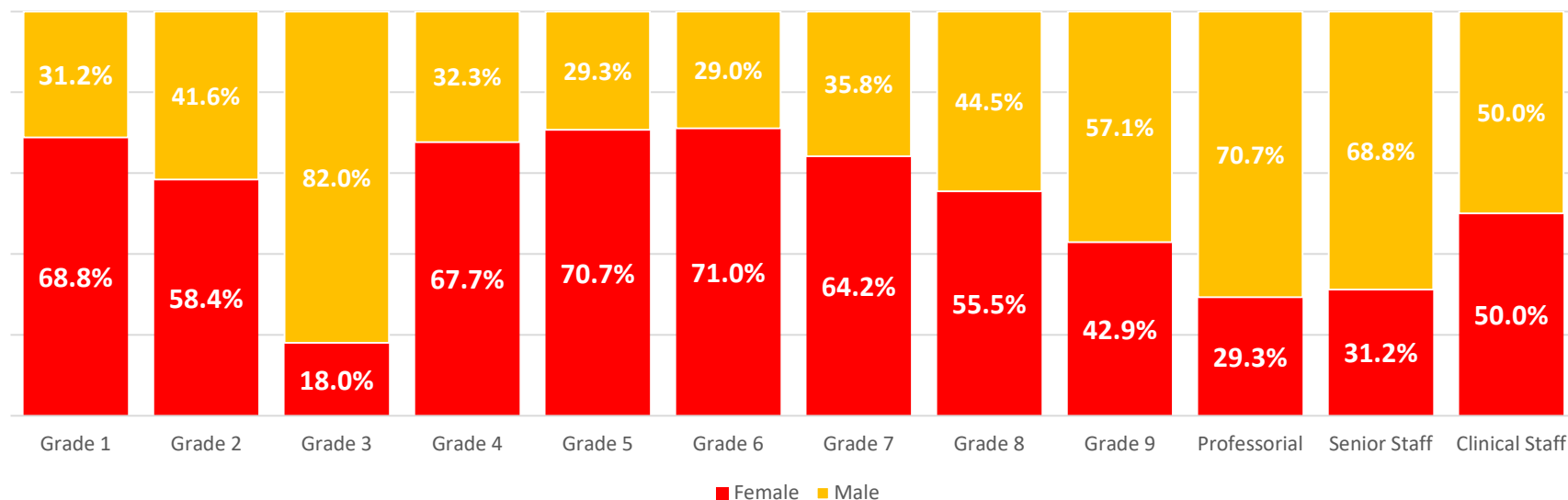
Mean Gender Pay Gap	Female Mean = £9.57	Male Mean = £10.18	Variance = 6.0 %
Median Gender Pay Gap	Female Median = £8.89	Male Median = £ 9.74	Variance = 8.7 %
Mean Bonus Gender Pay Gap	Female Mean = £0.00	Male Mean = £ 0.00	Variance = 0.0 %
Median Bonus Gender Pay Gap	Female Median = £0.00	Male Median = £ 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 74 employees in the lower quartile, 21 are male and 53 are female. This means 28.4% are male and 71.6% are female.			
Of the 74 employees in the lower middle quartile, 32 are male and 42 are female. This means 43.2% are male and 56.8% are female.			
Of the 74 employees in the upper middle quartile, 32 are male and 42 are female. This means 43.2% are male and 56.8% are female.			
Of the 74 employees in the upper quartile, 53 are male and 21 are female. This means 71.6% are male and 28.4% are female.			

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





Whilst there is a close distribution of Male and Female employees undertaking manual roles (46.6% Male/53.4% Female), the data indicates that female employees are, in the majority, in the Lower Quartile with little representation in the Upper Quartile with the reverse effect for male employees. However, the University's decision to pay the Real Living Wage as a minimum has benefited employees in the Lower quartile and in turn has contributed to a reduction in both the Mean and Median Gender Pay Gaps from 8.7% and 13.4% in the previous year to 6.0% and 8.7% respectively in the current period.

**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. In addition, Grade 1 roles are primarily occupied by female employees. However, comparing year on year data there is clear evidence of increased female representation in the middle grades – 6, 7 and 8 which has shown a positive impact on reducing both the University's Mean and Median Gender Pay Gap.



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 (7.2%) is smaller than the UK national median Gender Pay Gap (15.5%), a gap still exists and it is important to consider influencing factors and the development of an 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 BAME employees Mean pay being 10.6% higher than white employees and Median pay being 34.2% higher.
- 4.4 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 explore positive action opportunities to identify ways to expedite the reduction of the Gender Pay Gap.

Career progression and development opportunities

- We are piloting a Workload Allocation Model in academic schools to ensure fairness of treatment and ensure that all employees are in an equal position to develop to their full potential.



- 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.
- We will continue to provide leadership development opportunities including senior mentoring.
- We continue to offer workshops that specifically provide support for female career development taking into account the need to support them in balancing their career planning and wellbeing requirements.
- We 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 academic Leadership programme and consider extending to other roles across the University.
- We continue to hold research 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 support female employees to attend 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.
- 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.
- We will further review our Interview Matrix documentation to ensure consistency in interview process and detail of feedback for unsuccessful applicants.

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 offer the opportunity for flexible working through our Flexible Working Policy. We will consider means of promoting take up amongst male employees as well as female thus attempting to change cultural practices of predominantly female take up.
- We continue to ensure that managers are aware of maternity policy and procedures and best practice in managing employees before, during and on return from maternity leave.



- Consider how employees can be better supported on return to work in terms of managing workloads and getting their research career back on track.
- Continue to raise awareness of Shared Parental Leave opportunity.
- 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.