



PRIFYSGOL
BANGOR
UNIVERSITY

**Annual Equality Report
Staff Data
2024 – 2025**



Foreword



As the recently appointed Pro Vice-Chancellor for Equality, Diversity and Inclusion (EDI) at Bangor University, following the retirement of Professor Morag McDonald, I am pleased to introduce our Staff Annual Equality Report for the academic year 1 August 2024 – 31 July 2025. This is the second report published under our Strategic Equality Plan 2024 – 2028 and reflects our ongoing commitment to building a university where diversity is valued and inclusion is embedded across all aspects of our work and community.

I would also like to acknowledge the significant contribution of Professor Morag McDonald, whose leadership and dedication played a vital role in advancing equality, diversity and inclusion throughout the University and in laying the strong foundations on which we continue to build.

We continue to make strong progress in delivering the actions associated with our Athena SWAN Silver award, with sustained efforts across the institution to advance gender equality. At the same time, our academic Schools continue to secure or renew their Athena SWAN Bronze awards, demonstrating a shared commitment to embedding positive and lasting change at every level of the University.

Our commitment to racial equality is equally significant. Through our engagement with the Race Equality Charter, and in alignment with the Welsh Government's Anti-Racist Wales Action Plan, we were proud to achieve a Race Equality Charter Bronze award in April 2025. The development of our Race Equality Charter Action Plan has provided valuable insight into the experiences of ethnically and racially minoritised staff and students, helping us to identify priorities and shape meaningful action. We are now focused on delivering this ambitious five-year action plan and ensuring that its outcomes translate into real and sustained progress across the University.

We have also continued our efforts to address pay inequalities. Our gender pay gap has steadily narrowed, with the median figure standing at 4.8% in March 2025, compared with 10.8% when we first began reporting in 2019. While this progress is encouraging, we recognise that there is more to do, particularly in addressing ethnicity and disability pay disparities, and we remain committed to achieving further improvements in the years ahead.

While challenges remain, our commitment to equality, diversity and inclusion is stronger than ever. We are dedicated to fostering a vibrant, multicultural and inclusive environment where every member of our community feels valued, supported and empowered to succeed. This report reflects both the progress we have made and the work still ahead, and I look forward with optimism to the next stage of our journey towards a truly equitable and inclusive Bangor University.

Professor Enlli Thomas

Pro Vice-Chancellor and Chair of the Equality, Diversity, Inclusion & Wellbeing Committee

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Appendix 1 - Progress against the delivery of our priorities within the [Strategic Equality Plan 2024 – 2028](#) (as a separate .pdf document)

Appendix 2 - Student Equality Data (as a separate .pdf document)

Should you require this report in an alternative format please contact Nia Blackwell
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Introduction

Founded in 1884, Bangor University today is a thriving, forward-looking institution offering excellent opportunities with a strong focus on the student experience. Around 10,000 students currently study with us and our teaching and research is grouped into ten academic Schools within three Colleges. During the reporting period of this report, we employed **2184** staff based within our three Colleges, eight Professional Service departments and the Students' Union.

We are a strong, confident institution recognised regionally, nationally and internationally as a centre of excellence for our varied portfolio of teaching and research, and for the unique, multicultural, inclusive experience we provide for our staff and students.

As a Higher Education Institution (HEI) we have statutory obligations under the Equality Act 2010.

The Equality Act 2010 includes a public sector equality duty (the 'general duty'). The aim of the general duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities. The duty ensures that equality considerations are built into the design of policies and the delivery of services and that they are kept under review. Public bodies are required to give due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The **general duty** covers the following protected characteristics:

- Age
- Disability
- Pregnancy and maternity
- Race – including ethnic or national origin, colour or nationality
- Religion or belief – including lack of belief
- Sex
- Sexual orientation
- Trans

It applies to marriage and civil partnership, but only in respect of the requirement to eliminate discrimination in employment.

In addition to the **general duty**, there are **specific duties** in Wales that are set out in the Equality Act (Statutory Duties) (Wales) Regulations 2011.

This Annual Equality Report presents equality monitoring information on the diversity profile of all Bangor University staff employed during the **2024 – 2025 academic year**. The information it provides assists us in promoting and maintaining an inclusive University community, helps us better understand the main equality challenges facing staff, and enables us to work to overcome them.

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

Appendix 1 details our progress against fulfilling the equality objectives set out within our [Strategic Equality Plan 2024 – 2028](#).

Appendix 2 is our Annual Student Equality Report including monitoring data and analysis.

Our **Gender Pay Gap Report** and associated Action Plan is published separately and is summarised on page 28 of this report.

Identifying and collecting relevant information

Monitoring data for the diversity profile of staff and students is collated on an annual basis from the University's staff record system (iTrent), staff recruitment system (Talentlink) and student recruitment and records system (Banner).

Questions on the protected characteristics of staff are incorporated within the staff recruitment process and regular data cleansing exercises are carried out where staff are asked to review and update their personal information within iTrent's Employee Self Service system.

From the focus groups held during the Strategic Equality Plan 2020 – 2024 period, staff told us that they didn't want to be required to tell us their title unless it was a gender-neutral title obtained through achievement. We have developed our systems to make the title field optional.

During the 2023 – 2024 academic year, the University moved from the 'Agresso' Human Resources staff data system to a new HR and Payroll system 'iTrent', and as part of that process the data fields we collect were reviewed in line with sector best practice and guidance from Advance HE to ensure it remains appropriate and meaningful. In this year's Annual Equality Report numbers of fields where information is 'Not available' is provided as well as 'Prefer not to say' to differentiate between fields where we don't hold that data for staff and where staff actively choose not to provide information

This Annual Equality Report is reviewed and ratified by the Equality, Diversity, Inclusion & Wellbeing Committee, the University Executive and the People & Culture Committee on an annual basis.

STAFF EQUALITY DATA

As required by the Public Sector Equality Duty, the following sections of this Annual Equality Report set out the equality characteristics of our staff by protected characteristic and by grade, role type, contract type and hours of work.

Each equality 'protected characteristic' as listed in the Equality Act 2010 has its own section and includes tables and/or charts with some accompanying narrative noting any changes to previous years or trends and benchmarking against national data.

Should additional analysis be required, it can be done using the Open Data Tables that accompany this report, published on the [Human Resources Equality & Diversity webpage](#)

Monitoring data is used to inform progress against the Strategic Equality Plan objectives and priorities and to identify new actions. Data is also used to inform Equality Impact Assessments. Equality statistics and data are key for University and School Athena SWAN submissions and the delivery of our Athena Swan Silver Action Plan and Race Equality Charter Bronze Action Plan and are therefore regularly reviewed at both University level and School level by the Self-assessment Teams and working groups.

Points to note:

- Data in this report relates to the academic year **1 August 2024 – 31 July 2025**.
- Staff ages are as on 1 August in the reporting year or on the staff member's start date if their employment began later during the academic year.
- National and Wales HEI data for comparison is from **HESA Higher Education Staff Statistics: UK 2024/25**, [MEDR](#) and the **ONS**.

University Overview of Activity

Key equality, diversity and inclusion developments in the 2024 – 2025 academic year include:

Athena Swan

Bangor University (BU) achieved institutional Athena Swan (AS) Silver Award in 2024, and 7 of the University's 9 Schools now hold school-level Athena Swan Bronze awards.

Bangor's Athena Swan institutional five-year action plan reflects the university's ongoing commitment and ambition to further progressing intersectional approach to gender equality focusing on eight priority areas:

- Ensuring decision-making committees, governance structures, and EDI leadership/engagement are representative of Bangor University's community.
- Ensuring equality in employment/management of contracts and decrease the gender pay gap at BU.
- Creating and sustaining inclusive and supportive research practices.
- Embedding inclusive teaching and learning practice across the University to ensure students feel a sense of belonging and representation within their institution.
- Ensuring our gender equality work is inclusive of staff and students of all genders and sensitive to intersectional inequalities.
- Creating a culture where health and wellbeing are openly talked about and that supports our staff and students to maintain a healthy lifestyle.
- Addressing the gendered and contract nature of caring responsibilities that negatively affect career progression and wellbeing.

The action plan is monitored regularly, and progress is critically reviewed annually by the Athena Swan Working Group.

Race Equality Charter

In April 2025 we achieved a Race Equality Charter (REC) Bronze Award. The award recognises the University's commitment to addressing barriers to the representation, experience, progression and success of black, Asian and minoritised ethnic staff and students, demonstrated through a 5-year institutional Race Action plan.

As a result of three years of self-assessment and consultation with staff, students and the wider community, Bangor University has committed to a 5-year Race Action Plan. The Action Plan contains five priority areas, underpinned by SMART actions owned and delivered across both the University community and local community:

- Leading a race equity culture.
- Improving our data, insight and understanding.
- Nurturing and embedding an actively inclusive university community.
- Addressing our student gaps.
- Diversifying our staff 'pipeline'.

The Race Action Plan is monitored and reviewed regularly by a REC Working Group, reported quarterly to the EDI & Wellbeing Committee, and annually to the Executive Board and Council, with any risks to progress escalated to the senior priority owners named in the action plan.

Disability Confident

Bangor University continues to hold Level 2 'Disability Confident Employer' accreditation through the Disability Confident scheme, demonstrating our commitment to improving support for disabled employees, students and stakeholders. We remain focused on attracting, recruiting and supporting disabled staff and fostering an inclusive working environment.

Menopause Support

During 2024, Bangor became the first UK University to be accredited as a **Menopause Friendly Employer**. This CPD-certified accreditation was awarded by an independent panel of judges who found that the University's menopause provision demonstrates an effective model of support and guidance.

We continue to strengthen organisational awareness of menopause as a workplace issue by maintaining our accredited support offer and ensuring staff have access to clear, practical guidance. This includes promoting the Menopause Toolkit, the menopause lounge, and regular awareness sessions to help normalise conversations and equip managers to provide appropriate support.

Structures

How do we implement the Strategic Equality Plan and promote and embed equality and diversity across the University?

To do this, a number of formal committees and groups across the University review progress against the action plan and work to address any equality issues that arise.

The groups include:

EQUALITY, DIVERSITY, INCLUSION (EDI) & WELLBEING COMMITTEE

Since 2023, all senior, high level University groups and committees have been reviewed to ensure they continue to be relevant and work in the most effective way. This revised committee organisation means that equality, wellbeing and Human Resources matters are considered holistically by the same committee.

Pro Vice Chancellor, Professor Enlli Thomas has recently taken over responsibility for the equality, diversity and inclusion portfolio and chairs the EDI & Wellbeing Committee following the retirement of Pro Vice Chancellor Equality, Diversity and Inclusion, Professor Morag McDonald. This is the senior group responsible for equality matters at the University including the implementation and delivery of our [Strategic Equality Plan 2024 - 2028](#). The group meets four times each year, its membership is made up of senior staff across all areas of the University and the Students Union. Minutes are published on our webpages and the committee reports to the Executive Board.

EQUALITY DIVERSITY & INCLUSION (EDI) OPERATIONS GROUP

Following on from the review of senior groups and committees, an EDI Operations Group was created to support the work of the high-level EDI & Wellbeing Committee. The EDI Operations Group is chaired by the Senior HR & Equality Officer and membership is drawn from all areas of the University. The Group meets four times per year and its purpose is to provide operational support to the high-level EDI & Wellbeing Committee both by delivering its actions, and by identifying operational requirements and providing information to the EDI & Wellbeing Committee to support the development and delivery of the University's Strategic Equality Plan.

ATHENA SWAN WORKING GROUP

Formerly the Athena Swan Self-assessment Team (SAT) and chaired by PVC Equality, Diversity and Inclusion, Professor Morag McEDonald, this has now become a working group led by Professor Enlli Thomas, with activity now focused on the delivery of the Silver Action Plan. The group also oversees and supports School-level Athena Swan applications.

RACE EQUALITY CHARTER (REC) WORKING GROUP

The Race Equality Charter (REC) Self-assessment Team (SAT) was established in May 2023 with representation from all levels of the university, a range of schools and services as well as diverse representation in terms of race and ethnicity (44% representation from Black, Asian and minority ethnic staff and students). The REC SAT oversaw all work in preparing the University's first application for a Bronze award, submitted in November 2024.

COLLEGE EQUALITY COMMITTEES

All three Colleges have established Equality Committees that meet regularly, Equality Champions are members of these committees as are members of the Athena SWAN Working Group and the Race Equality Charter Working Group.

Our Professional Services Equality Committee is currently being re-established.

EQUALITY CHAMPIONS

Eight members of staff are Equality Champions across all areas of the University. They operate as a network with the Human Resources Senior Equality Officer, the Human Resources Equality Charters Manager, and the Student Services Student Equality Officer. The Network has continued to develop, meeting every two months and acts as a conduit for communication between Colleges, Professional Service departments and from individual staff member level to up to the Equality, Diversity, Inclusion & Wellbeing Committee and back.

EQUALITY IMPACT ASSESSMENTS

The completion of Equality Impact Assessments (EIAs) is now commonplace within the University, using the templates and guidance on our webpages and following training provided within the Equality for Managers Workshop as well as bespoke training provided by HR and available for groups on request.

PEOPLE & CULTURE COMMITTEE

Bangor University's Council established the People and Culture Committee. Its remit is to oversee the developments and implementation of people and culture themes within the University's Strategic Plan and to recommend any changes to the Council as appropriate. Within its Terms of Reference, it is tasked with monitoring the delivery of University strategy relating to diversity and inclusivity i.e. the [Strategy 2030](#)

Staff Snapshot at a glance

1 August 2024 – 31 July 2025

2184 staff (headcount) employed during the period

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Age

01

Average age of all staff on 1 August 2024

All staff	45.3 years
Female	44.7 years
Male	46.5 years
Other	35.3 years

The average (mean) age of all staff continues to increase gradually at 45.3 years, from 44.6 years last year, and 43.2 years when we began recording in 2019.

02

All staff by age range

Age range	% of staff
16 - 24	3.6%
25 - 34	18.4%
35 - 44	25.6%
45 - 54	26.5%
55 - 64	20.8%
65+	5.1%
Total	100.0%

The highest proportion of our staff (26.5%) are in the age bracket 45 – 54 closely followed by the 35 – 44 age range with 25.6% of staff.

We had previously seen a gradual increase each year in the proportion of staff in the 65+ age group; from 3.2% in the 2017- 2018 academic year up to 5.4% in 2020 – 2021, then there was a slight drop in the following years down to 4.7% in 2022/3, 4.8% in 2023/4, and 4.9% last year and increasing again to 5.1% in this reporting period.

03

Age ranges by gender in %

Age range	Female	Male
16 - 24	61.5%	38.5%
25 - 34	64.9%	35.1%
35 - 44	63%	37%
45 - 54	62.7%	37.3%
55 - 64	54.1%	45.9%
65+	50.5%	49.5%
Total	60.7%	39.3%

03 a
Age ranges by gender by headcount

Age range	Female	Male	Total staff
16 - 24	48	30	78
25 - 34	261	141	402
35 - 44	352	207	559
45 - 54	363	216	579
55 - 64	246	209	455
65+	56	55	111
Total	1326	858	2184

As the majority of staff at the University are women (60.7%) it is unsurprising that women outnumber men in every age group. The widest differences in numbers of males and females are in the younger age ranges, in the 65+ age range the numbers are similar.

04
Age ranges by grade in %

Grade	16 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65+	Total
G001	0.0%	0.0%	0.2%	0.3%	0.9%	1.8%	0.4%
G002	26.9%	8.2%	3.4%	4.5%	7.3%	11.7%	6.6%
G003	16.7%	4.2%	2.7%	2.8%	6.8%	3.6%	4.4%
G004	5.1%	6.0%	3.9%	4.3%	3.5%	1.8%	4.3%
G005	23.1%	12.9%	6.8%	7.8%	7.3%	5.4%	8.8%
G006	21.8%	24.6%	12.7%	12.4%	11.6%	11.7%	14.9%
G007	6.4%	36.1%	32.2%	26.4%	18.9%	27.9%	27.5%
G008	0.0%	6.2%	22.7%	17.3%	14.7%	13.5%	15.3%
G009	0.0%	1.5%	11.3%	14.7%	13.6%	9.0%	10.3%
G010	0.0%	0.0%	0.2%	1.9%	3.1%	0.0%	1.2%
GP01	0.0%	0.0%	2.5%	4.8%	6.8%	3.6%	3.5%
GP02	0.0%	0.0%	0.2%	1.4%	2.0%	5.4%	1.1%
GP03	0.0%	0.0%	0.0%	0.3%	1.1%	0.9%	0.4%
Other clinical academic	0.0%	0.2%	1.3%	1.0%	2.4%	3.6%	1.3%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

04 a
Age ranges by grade by headcount

Grade	16 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65+	Total staff
G001			1	2	4	2	9
G002	21	33	19	26	33	13	145
G003	13	17	15	16	31	4	96
G004	4	24	22	25	16	2	93
G005	18	52	38	45	33	6	192
G006	17	99	71	72	53	13	325
G007	5	145	180	153	86	31	600
G008		25	127	100	67	15	334
G009		6	63	85	62	10	226
G010			1	11	14		26
GP01				14	28	31	4
GP02				1	8	9	6
GP03					2	5	1
Other clinical academic			1	7	6	11	4
Total	78	402	559	579	455	111	2184

There are no staff aged 16-24 or 25-34 in the senior grades i.e. G010 (Director and Executive level), and the Professorial grades GP01, GP02 and GP03.

Grade 7 roles have by far the most staff, with 27.5% of all staff.

05
Age ranges by job type as a % of all staff

Age range	ACADEMIC	PROFESSIONAL	RESEARCH	SUPPORT	Total
16 - 24	2.6%	1.3%	12.8%	83.3%	100.0%
25 - 34	23.6%	5.7%	27.1%	43.5%	100.0%
35 - 44	43.1%	15.0%	13.2%	28.6%	100.0%
45 - 54	38.5%	22.1%	6.9%	32.5%	100.0%
55 - 64	45.1%	12.5%	4.0%	38.5%	100.0%
65+	53.2%	7.2%	3.6%	36.0%	100.0%
Total	37.8%	13.8%	11.7%	36.8%	100.0%

The majority of our staff aged 16-24 are in Support roles. The majority of our 65+ staff are in Academic roles.

06

Age ranges by contract type as a % of all staff

Age range	Fixed-term	Open-ended/Permanent	Total
16 - 24	2.0%	1.6%	3.6%
25 - 34	8.6%	9.8%	18.4%
35 - 44	6.9%	18.7%	25.6%
45 - 54	4.8%	21.7%	26.5%
55 - 64	4.0%	16.8%	20.8%
65+	2.0%	3.1%	5.1%
Total	28.2%	71.8%	100.0%

06 a

Age ranges by contract type as a % of each age range

Age range	Fixed-term	Open-ended/Permanent	Total
16 - 24	56.4%	43.6%	100.0%
25 - 34	46.5%	53.5%	100.0%
35 - 44	26.8%	73.2%	100.0%
45 - 54	18.0%	82.0%	100.0%
55 - 64	19.1%	80.9%	100.0%
65+	38.7%	61.3%	100.0%
Total	28.2%	71.8%	100.0%

The number of staff on fixed-term contracts continues to decrease, from 41.1% of all staff in the 2022 – 2023 academic year, to 33.2% in 2023 – 2024, to 28.2% in the current reporting period.

In the age range 16-24 more staff are on fixed-term contracts than permanent contracts. However, in all other age categories, more staff are on permanent contracts than fixed-term contracts.

07

All staff by age range by full-time or part-time in %

Age range	Full-time	Part-time	Total
16 - 24	2.4%	1.2%	3.6%
25 - 34	13.2%	5.2%	18.4%
35 - 44	16.8%	8.8%	25.6%
45 - 54	18.6%	7.9%	26.5%
55 - 64	12.5%	8.3%	20.8%
65+	1.4%	3.7%	5.1%
Total	64.8%	35.2%	100.0%

Of all staff 64.8% work full-time and 35.2% work part-time, an ongoing slight increase in full-time workers from previous years (58.6% in 2022 – 2023, 59.4% in 2023 – 2024, 61.5% last year).

Across all Higher Education Institutions (HEIs) in the UK that report to [HESA](#), of all staff in full-time employment, 51% were female in 2024/25. Of those in part-time employment, 65% were female.

There are more full-time staff than part-time staff in every age category apart from the 65+ age group where there are more part-time workers, as has been the case in previous years.

08

Part-time staff only by age range and gender in %

Age range	Female	Male	Total
16 - 24	2.5%	0.9%	3.4%
25 - 34	11.5%	3.4%	14.8%
35 - 44	19.1%	6.0%	25.1%
45 - 54	16.8%	5.6%	22.4%
55 - 64	16.0%	7.7%	23.7%
65+	5.9%	4.7%	10.5%
Total	71.7%	28.3%	100.0%

35.2% of our staff work part-time (768 people) of these, 71.7% (551) are female and 28.3% (217) are male.

Women part-time workers outnumber men in every age group. The highest proportion of female part-time workers is in the 35 – 44 age group.

According to the [Office for National Statistics](#) in 2024 the standardised mean age of mothers and fathers was 31 years for mothers and 33.9 years for fathers.

Disability

09

All staff by disability

184 staff have identified as disabled (8.4% of all staff)

Disabled	8.4% (184 staff)
No known disability	84.5% (1846)
Prefer not to say	3.6% (79)
Info. not available	3.4% (75)
Total	100.0%

8.4% of staff at Bangor University have self-identified as disabled, this is a reduction on previous years (9.1 last year, 10.8% in 2022 – 2023)). However, the number of staff who do not identify as disabled hasn't changed much at 84.5% (83.8% previously).

The number of staff who have chosen 'Prefer not to say' continues to reduce 3.4% but we do not hold any disability data for 3.6% of staff. It is anticipated that the new HR and Payroll system's self-service facility as well as Human Resources actions to raise awareness about the purpose and use of staff's equality information will in time help address gaps in staff data.

Across Welsh HEIs, HESA/[Medr](#) reports that 9.3% of staff were recorded as having at least one known disability.

10

All staff by impairment/disability type in %

Impairment/disability type	%
Blind or have a visual impairment uncorrected by glasses	0.1%
D/deaf or have a hearing impairment	0.2%
Learning difference such as dyslexia, dyspraxia or AD(H)D	2.5%
Long-term illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy	2.1%
Mental health condition, challenge or disorder, such as depression, schizophrenia or anxiety	1.6%
Physical impairment (a condition that substantially limits one or more basic physical activities such as walking, climbing stairs, lifting or carrying)	0.3%
Social/communication conditions such as a speech and language impairment or an autistic spectrum condition	0.1%
An impairment, health condition or learning difference not listed above	1.4%
Prefer not to say	3.4%
Info not available	3.6%
No known impairment, health condition or learning difference	84.5%
Total	100.0%

11

Disability by age range in %

	16 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65+	Total
Disabled	0.0%	1.4%	2.9%	2.2%	1.4%	0.5%	8.4%
No known disability	3.2%	15.0%	21.2%	22.7%	18.1%	4.4%	84.5%
Prefer not to say	0.2%	0.5%	0.8%	1.0%	0.8%	0.1%	3.4%
Info not available	0.2%	1.5%	0.7%	0.6%	0.5%	0.0%	3.6%
Total	3.6%	18.4%	25.6%	26.5%	20.8%	5.1%	100.0%

12

Disability by full-time or part-time in %

	Full-time	Part-time	Total
Disabled	5.5%	2.9%	8.4%
No known disability	55.4%	29.1%	84.5%
Prefer not to say	1.9%	1.5%	3.4%
Info not available	2.0%	1.6%	3.6%
Total	64.8%	35.2%	100.0%

Of the 8.4% of staff who identify as disabled, 5.5% work full-time and 2.9% work part-time.

13

Disability by grade in %

Grade	Disabled	No known disability	Info not available	Prefer not to say	Total
G001	0.0%	0.3%	0.0%	0.0%	0.4%
G002	0.4%	5.5%	0.2%	0.5%	6.6%
G003	0.3%	3.7%	0.1%	0.2%	4.4%
G004	0.6%	3.2%	0.2%	0.2%	4.3%
G005	1.1%	7.5%	0.1%	0.1%	8.8%
G006	1.5%	12.1%	0.7%	0.6%	14.9%
G007	2.2%	23.0%	1.6%	0.7%	27.5%
G008	1.1%	13.4%	0.2%	0.6%	15.3%
G009	0.7%	9.1%	0.2%	0.3%	10.3%
G010	0.0%	1.1%	0.0%	0.0%	1.2%
GP01	0.1%	3.3%	0.0%	0.0%	3.5%
GP02	0.1%	0.9%	0.0%	0.0%	1.1%
GP03	0.1%	0.3%	0.0%	0.0%	0.4%
Other clinical academic	0.0%	1.1%	0.2%	0.0%	1.3%
Total	8.4%	84.5%	3.6%	3.4%	100.0%

13 a
Disability by grade by headcount

Grade	Disabled	No known disability	Info. not available	Prefer not to say	Total
G001	1	7		1	9
G002	9	121	4	11	145
G003	7	81	3	5	96
G004	14	70	4	5	93
G005	23	164	2	3	192
G006	32	264	15	14	325
G007	49	502	34	15	600
G008	24	292	5	13	334
G009	16	199	4	7	226
G010	1	24	1		26
GP01	3	73	1		77
GP02	3	19	1	1	24
GP03	2	6			8
Other clinical academic		24	5		29
Total	184	1846	79	75	2184

Grade 7 has the highest number of staff who identify as disabled. In terms of Professorial staff, in the reporting period we had 109 Professors of whom 7.3% identified as disabled.

14
Disability by job type in %

	ACADEMIC	PROFESSIONAL	RESEARCH	SUPPORT	Total
Disabled	3.2%	0.7%	0.9%	3.6%	8.4%
No known disability	32.2%	12.1%	9.8%	30.4%	84.5%
Info not available	1.3%	0.5%	0.7%	1.1%	3.6%
Prefer not to say	1.1%	0.5%	0.3%	1.6%	3.4%
Total	37.8%	13.8%	11.7%	36.8%	100.0%

Support roles have the highest proportion of disabled staff (79 people), followed by academic roles (70 people).

15**Disability by contract type in %**

	Fixed-term	Open-ended/Permanent	Total
Disabled	1.8%	6.6%	8.4%
No known disability	24.0%	60.5%	84.5%
Info not available	1.6%	2.0%	3.6%
Prefer not to say	0.7%	2.7%	3.4%
Total	28.2%	71.8%	100.0%

Ethnicity/Race

16

Broad ethnicity groups of all staff in %

Minoritised ethnic (ME)	9.6% (210 staff)
Prefer not to say	1.5% (33)
Info not available	0.7% (15)
White	88.2% (1926)
Total	100%

9.6% of Bangor University staff identify as **Minoritised Ethnic (ME)**, slightly more than the previous year (9.2%) and the same as 2022 – 2023 (9.6%) but the general trend has been upwards since 2014 when the figure stood at 5.4%.

1.5% of staff have chosen ‘prefer not to say’ and the data field is blank for 0.7% of staff. It is anticipated that the new iTrent HR and Payroll system’s self-service facility as well as Human Resources actions to raise awareness about the purpose and use of staff’s equality information will in time help address gaps in staff data.

In the last decade, overall representation of both UK and non-UK Black, Asian and minority ethnic staff has risen. HESA reports that across UK HEIs, of academic staff with known ethnicity, 26% were from ethnic minority backgrounds in 2024/25.

HESA/Medr reports that across Welsh HEIs, of staff with a known ethnic background, 86.7% were from a White background, 7.4% were from an Asian background, 2.1% were from a Black background, 1.9% were from a Mixed background and 2.0% were from Other backgrounds.

Stats.Wales estimates that 3.8% of Gwynedd’s population is ME.

17

Ethnicity of all staff in %

Ethnic group (HESA groupings)	% of staff
Any other Asian background	1.5%
Any other Black background	0.1%
Any other ethnic background	0.5%
Any other Mixed or Multiple ethnic background	1.4%
Any other White background	3.3%
Arab	0.8%
Asian - Bangladeshi or Bangladeshi British	0.1%
Asian - Chinese or Chinese British	1.4%
Asian - Indian or Indian British	1.6%
Asian - Pakistani or Pakistani British	0.4%

Black - African or African British	1.2%
Black - Caribbean or Caribbean British	0.1%
Mixed or multiple ethnic groups - White or White British and Black African or Black African British	0.2%
Mixed or multiple ethnic groups - White or White British and Black Caribbean or Black Caribbean British	0.1%
Not available	0.5%
Not known	0.1%
Prefer not to say	1.5%
White - English, Scottish, Welsh, Northern Irish or British	84.5%
White - Gypsy or Irish Traveller	0.0%
Total	100%

18 Ethnicity by grade in %

Grade	ME	Prefer not to say	White	Info not available	Total
G001	0.0%	0.0%	0.4%	0.0%	0.4%
G002	1.9%	0.1%	4.6%	0.0%	6.6%
G003	0.1%	0.0%	4.3%	0.0%	4.4%
G004	0.1%	0.1%	4.1%	0.0%	4.3%
G005	0.1%	0.1%	8.5%	0.0%	8.8%
G006	1.3%	0.3%	13.1%	0.1%	14.9%
G007	3.0%	0.2%	24.0%	0.2%	27.5%
G008	1.3%	0.3%	13.7%	0.0%	15.3%
G009	1.0%	0.2%	9.0%	0.1%	10.3%
G010	0.1%	0.0%	1.1%	0.0%	1.2%
GP01	0.3%	0.0%	3.3%	0.0%	3.5%
GP02	0.1%	0.0%	0.9%	0.0%	1.1%
GP03	0.0%	0.0%	0.4%	0.0%	0.4%
Other clinical academic	0.3%	0.1%	0.9%	0.0%	1.3%
Total	9.6%	1.5%	88.2%	0.7%	100%

18 a
Ethnicity by grade by headcount

Grade	ME	Prefer not to say	White	Info not available	Total
G001			9		9
G002	42	>5	100	>5	145
G003	>5	>5	93		96
G004	>5	>5	89		93
G005	>5	>5	185	>5	192
G006	28	7	287	>5	325
G007	66	>5	525	5	600
G008	28	6	299	>5	334
G009	22	5	196	>5	226
G010	>5		24		26
GP01	6		71		77
GP02	>5		20	>5	24
GP03			8		8
Other clinical academic	6	>5	20		29
Total	210	33	1926	15	2184

Staff working in HEIs in the UK have increasingly become more ethnically diverse with an increase in Black, Asian and minority ethnic staff. However, inequalities persist with lower proportions of ME staff in senior roles.

A higher proportion of Bangor University's ME staff by number are in grades 7 and 2.

As a % of total staff in each grade we see a higher % in grade 2 where of all grade 2 staff 29% are ME. In Professorial band 2 staff 12.5% of staff are ME, and 11% of all grade 7 staff are ME. 20.7% of clinical academics are ME.

18 b
Professors only by broad ethnicity and age range

	35 - 44	45 - 54	55 - 64	65+	Total
ME	0.9%	4.6%	2.8%	0.0%	8.3%
Not available	0.0%	0.0%	0.9%	0.0%	0.9%
White	12.8%	30.3%	37.6%	10.1%	90.8%
Total	13.8%	34.9%	41.3%	10.1%	100%

In terms of Professorial staff, in the reporting period we had 109 Professors of whom 8.3% were ME. Of the 8.3% of Professors who were ME, 2.8% were female and 5.5% were male. The majority of Professors were in the 55 – 64 age group.

Across UK HEIs HESA reports that in 2024 – 2025 of the Professors with known ethnicity, 14% were from ethnic minority backgrounds. The lack of progression and representation of ME staff in senior roles where decisions about hiring, promotion, and institutional culture are made is similar across UK HEIs.

19

Ethnicity by job type in %

Broad ethnicity	ACADEMIC	PROFESSIONAL	RESEARCH	SUPPORT	Total
ME	4.0%	0.4%	2.2%	3.0%	9.6%
White	32.8%	13.2%	9.2%	32.9%	88.2%
Not available	0.4%	0.0%	0.0%	0.2%	0.7%
Prefer not to say	0.5%	0.1%	0.2%	0.6%	1.5%
Total	37.8%	13.8%	11.7%	36.8%	100%

19 a

Ethnicity by job type by headcount

Ethnicity	ACADEMIC	PROFESSIONAL	RESEARCH	SUPPORT	Total
ME	87	9	48	66	210
White	717	289	201	719	1926
Not available	9		1	5	15
Prefer not to say	12	3	5	13	33
Total	848	307	270	933	2358

20

Ethnicity by contract type in %

Broad ethnicity	Fixed-term	Open-ended/Permanent	Total
ME	45.2%	54.8%	100%
White	26.1%	73.9%	100%
Not available	60.0%	40.0%	100%
Prefer not to say	24.2%	75.8%	100%
Total	28.2%	71.8%	100%

20 a

Ethnicity by contract type by headcount

Broad ethnicity	Fixed-term	Open-ended/Permanent	Total
ME	95	115	210
White	503	1423	1926
Not available	9	6	15
Prefer not to say	8	25	33
Total	615	1569	2184

We can see from table 19 that the highest number of our ME staff work in academic roles, followed by support then research roles. Table 20 tells us that a higher proportion of our ME staff are on fixed-term contracts than white colleagues. This might in part explain why we have relatively proportionate numbers of ME staff in grades 6, 7 and 8 but those numbers drop significantly in the higher G010 and Professorial grades.

21

Ethnicity by full-time or part-time in %

Broad ethnicity	Full-time	Part-time	Total
ME	6.5%	3.1%	9.6%
White	57.0%	31.2%	88.2%
Not available	0.3%	0.4%	0.7%
Prefer not to say	1.0%	0.5%	1.5%
Total	64.8%	35.2%	100%

22

Broad ethnicity by broad nationality in %

	EU	Not known	RoW	UK	Total
ME	3.8%	3.3%	55.2%	37.6%	100%
White	6.2%	0.4%	2.5%	90.9%	100%
Not available	6.7%	40.0%	13.3%	40.0%	100%
Prefer not to say	15.2%	3.0%	9.1%	72.7%	100%
Total	6.1%	1.0%	7.7%	85.2%	100%

The number of staff from the EU has reduced again slightly to 6.1% in this reporting period, having been 6.6% in 2023 – 2024, 6.9% in 2022 – 2023, and 7% in 2021 – 2022. The number of staff from the Rest of the World (RoW) has reduced to 7.7% having been 8.2% in the previous two academic years. Brexit and changes to the UK's visa regulations may be causing a reduction in non-UK staff.

Our staff come from 70 different nationalities (counting the UK as one nationality).

*ME stands for Minority ethnic and encompasses the ethnicities listed in table 17 above, apart from White. This definition is widely recognised and used to identify patterns of marginalisation and segregation caused by attitudes toward an individual's ethnicity. We recognise the limitations of this acronym, particularly:

= The assumption that minority ethnic staff are a homogenous group.

= The acronym's function as a label to describe minority ethnic groups of people, rather than identities with which people have chosen to identify.

= The perception that ME refers only to non-White people, which does not consider White minority ethnic groups.

Where possible, this report presents data disaggregated by more detailed ethnic groups in addition to data consolidating ME staff as a group.

Gender

23

All staff by legal sex in %

Female	60.7%	(1326 staff)
Male	39.3%	(858)
Total	100%	(2184)

The total percentage of female staff (using the legal sex field) at the University is 60.7% which is higher than the UK HEI figure of 51%.

HESA/[Medr](#) reports that across Welsh HEIs, 56% of staff were female and 44% were male.

24

All staff by gender in % (using GenderID field - self-identifying)

Female	60.4%	(1319 staff)
Male	39.1%	(853)
Other	0.3%	(7)
Prefer not to say	0.2%	(5)
Total	100%	(2184)

25

Legal sex by grade as a % of all staff

Grade	Female	Male	Total
G001	0.3%	0.1%	0.4%
G002	4.5%	2.1%	6.6%
G003	2.1%	2.3%	4.4%
G004	2.7%	1.6%	4.3%
G005	6.4%	2.4%	8.8%
G006	9.7%	5.2%	14.9%
G007	18.2%	9.2%	27.5%
G008	8.9%	6.4%	15.3%
G009	5.2%	5.2%	10.3%
G010	0.3%	0.9%	1.2%
GP01	1.4%	2.2%	3.5%
GP02	0.4%	0.7%	1.1%
GP03	0.1%	0.3%	0.4%
Other clinical academic	0.5%	0.8%	1.3%
Total	60.7%	39.3%	100%

Despite comprising the majority of staff working at Bangor University and in UK HEIs, female staff remain underrepresented among staff in senior management roles, and in professorial posts.

25 a
Gender by grade as a % of each grade

Grade	Female	Male	Total
G001	77.8%	22.2%	100.0%
G002	68.3%	31.7%	100.0%
G003	46.9%	53.1%	100.0%
G004	62.4%	37.6%	100.0%
G005	72.9%	27.1%	100.0%
G006	65.2%	34.8%	100.0%
G007	66.3%	33.7%	100.0%
G008	58.4%	41.6%	100.0%
G009	50.0%	50.0%	100.0%
G010	26.9%	73.1%	100.0%
GP01	39.0%	61.0%	100.0%
GP02	37.5%	62.5%	100.0%
GP03	25.0%	75.0%	100.0%
Other clinical academic	37.9%	62.1%	100.0%
Total	60.7%	39.3%	100%

25 b
Gender by grade by headcount

Grade	Female	Male	Total
G001	7	2	9
G002	99	46	145
G003	45	51	96
G004	58	35	93
G005	140	52	192
G006	212	113	325
G007	398	202	600
G008	195	139	334
G009	113	113	226
G010	7	19	26
GP01	30	47	77
GP02	9	15	24
GP03	2	6	8
Other clinical academic	11	18	29
Total	1326	858	2184

In terms of Professorial staff, in the reporting period we had 109 Professors of whom 41 (37.6%) were female and 68 (62.4%) were male. This is a slight improvement in terms of gender balance on previous years; in the previous academic year, of 105 Professors, 37.1% were female and 62.9% were male.

This compares with 32% of Professors across UK HEIs being female and 68% of Professors across UK HEIs being male ([HESA](#)).

26

Gender by job type as a % of total staff

Job type	Female	Male	Total
ACADEMIC	21.6%	16.2%	37.8%
PROFESSIONAL	8.8%	4.9%	13.8%
RESEARCH	6.6%	5.0%	11.7%
SUPPORT	23.6%	13.1%	36.8%
Total	60.7%	39.3%	100%

26 a

Gender by job type as a % of each job type

Job type	Female	Male	Total
ACADEMIC	57.2%	42.8%	100%
PROFESSIONAL	64.1%	35.9%	100%
RESEARCH	56.9%	43.1%	100%
SUPPORT	64.3%	35.7%	100%
Total	60.7%	39.3%	100%

Almost a quarter of all staff (23.6%) are females working in support roles that are comprised of lower salary bands (grades 1 – 6).

27

Gender by permanent or fixed-term contract in %

Contract type	Female	Male	Total
Fixed-term	18.1%	10.1%	28.2%
Open-ended/Permanent	42.6%	29.2%	71.8%
Total	60.7%	39.3%	100%

Gender by full-time or part-time in %

	Female	Male	Total
Full-time	35.5%	29.3%	64.8%
Part-time	25.2%	9.9%	35.2%
Total	60.7%	39.3%	100%

At Bangor University of all 2184 staff, 768 work part time (35.2%).
Of the part-time workers, 551 (60.7%) women work part-time compared with 217 (39.3%) men.

Across Welsh HEIs, HESA/[Medr](#) reports that full-time staff accounted for 67.3% of all staff, while part-time staff accounted for 32.7% of all staff.

Gender Pay Gap, Ethnicity Pay Gap and Disability Pay Gap

In summary, our [Gender Pay Gap Report 2025](#) published in March 2026, using data from the snapshot date of 31 March 2025, found that there is a **Gender Pay Gap** at an Institutional level of male employees' median pay being **4.8%** higher than female employees' pay, and male mean pay **12.9%** higher than the mean pay of female employees.

Bangor University's median gender pay gap at 4.8% remains lower than the UK national median gender pay gap for which the Gender Pay Gap in the UK - Office for National Statistics indicates a median pay gap of 6.9% across all employees.

From March 2021, within our Gender Pay Gap Report, we began reporting our **Ethnicity Pay Gap** at an institutional level. The **median Ethnicity Pay Gap** currently stands at **-2.3%** indicating a positive Ethnicity Pay Gap in favour of minoritised ethnic employees, the mean ethnicity pay gap is **-6.8%** i.e. ME staff's pay being higher than white employees.

From March 2022, also within our Gender Pay Gap Report, we began reporting our **Disability Pay Gap** at an institutional level, the **median Disability Pay Gap** currently stands at **10.7%** and the mean disability pay gap is **11.4%** both in favour of staff who do not identify as disabled.

Comprehensive information about the pay gaps along with detailed analysis and our Action Plan to address pay gaps can be found in the [Gender Pay Gap Report 2025](#).

International Women's Day

Bangor University held two insightful and inspiring events to mark International Women's Day 2025. The first event, held in collaboration with Cymru Women's Sport, focused on **'Women in Sport: Accelerating Action on Leadership'** and was led by Professor Laura McAllister CBE from Cardiff University, an Honorary Fellow of Bangor University, Vice-President of UEFA and former Wales football international and national team captain. Laura was joined by Tricia Sterling, Head Coach of Wales U15 Netball National Academy and Head of the School of Education, Dr Sophie Harrison, Lecturer in Sport and Exercise Science, Kate Hannon, Cymru Women's Sport Board member and Director of Fearless Women, and alumna and Commonwealth Games athlete in weightlifting Hannah Powell.

The panel discussed a wide range of themes around leadership, health and wellbeing and the importance of early interventions focusing on girls and sport.



The theme of the second event, held as part of the British Council's Going Global Partnerships programme between Bangor University and Khmelnytskyi National University (KNU) Ukraine, was **'Resilient Women in a Time of War'**.

The event featured a moving and insightful presentation on "Higher Education Leadership in the Time of War: The Ukrainian Case" by Professor Kateryna Skyba, Vice-Rector for Scientific and Pedagogical Work at KNU as well as a presentation by Bethan Rees from the National Library of Wales on the Welsh Women's 1923 Peace Petition.

The event also saw the unveiling of a portrait of Charlotte Price White by artist Meinir Mathias. Charlotte was a significant figure in the North Wales Suffragist movement who played a crucial role in advocating for peace. Shan Robinson from Archives & Special Collections and Women's Archive Wales gave a presentation on Charlotte's history.

The event was hosted by Professor Morag McDonald, Pro-Vice-Chancellor for Diversity and Inclusion with contributions from Professor Edmund Burke, Vice-Chancellor; Professor Serhii Matiukh, Rector KNU, Professor Oliver Turnbull, Deputy Vice-Chancellor, and Professor Christian Dunn, Associate Pro-Vice-Chancellor for Sustainability, who had visited Ukraine recently and gave a presentation into everyday life in Ukraine.

Prof Morag McDonald said: “I would like to thank all those involved in our International Women’s Day celebrations this year – especially the inspirational and resilient women who spoke at the events and everyone involved in organising these fantastic events.”



Funded by



Religion, Belief & Non-belief

29

All staff by religion, belief or non-belief in %

Any other religion or belief	2.1%
Buddhist	1.1%
Christian	32.9%
Hindu	1.1%
Jewish	0.3%
Muslim	1.6%
No religion	46.9%
Prefer not to say	14.1%
Total	100%

The 'prefer not to say' figure has increased slightly this year, at 14.1% from 13.6% last year, but this year also includes staff where the information is not available (previously 1.4%) meaning a slight reduction overall. It is hoped that the work of the Faith Group and awareness-raising by Human Resources as part of the new HR & Payroll system iTrent roll-out around why the information is requested, the ease of updating the system, and how it is used, will continue to reduce that figure enabling more robust data analysis in the future.

The Chaplaincy Team is affiliated to, and works with, Student Services to offer pastoral care on a multi-faith basis and provides support to both students and staff of the University. Belonging to different faith traditions, the team meets regularly to ensure a coordinated approach to faith matters whilst respecting the different beliefs and traditions held.

Sexual Orientation

30

All staff by sexual orientation in %

Bisexual	1.9%
Gay or lesbian	2.3%
Heterosexual or straight	79.0%
Not available	1.0%
Other sexual orientation	1.0%
Prefer not to say	14.9%
Total	100%

The 'Prefer not to say' figure has been gradually reducing each year and this trend has continued albeit slightly this year, reducing from 15.1% to 14.9%. The figure had been very high, at 23.4% in 2018 before the creation of the LGBTQ+ Network. It is hoped that the work of the LGBTQ Network including events along with awareness-raising by Human Resources as part of the new HR & Payroll system iTrent roll-out around why the information is requested, the ease of staff updating the system themselves, and how it is used, will continue to reduce that figure enabling more robust data analysis in the future.

Trans

31

All staff by Trans status

Gender now is different to that at birth	0.9%
Gender now is the same as at birth	90.9%
Prefer not to say	8.2%
Total	100%

Pregnancy, Maternity & Family-friendly

48 staff took maternity leave during the reporting period.

6 staff took paternity leave during the period.

2 staff took shared parental leave.

0 staff took parental leave.

0 staff took adoption leave.

30 Flexible Working Requests were received during the reporting period, 29 were agreed and one was declined. 29 females made requests and 4 males.

Menopause

During 2024, Bangor became the first UK University to be accredited as a **Menopause Friendly Employer**. This CPD-certified accreditation was awarded by an independent panel of judges who found that the University's menopause provision demonstrates an effective model of support and guidance.

October is Menopause Awareness Month, with World Menopause Day held on Friday 18 October 2024. The theme for World Menopause Day was Hormone Replacement Therapy (HRT). A range of resources on this important subject were made available in the Menopause Lounge Teams group and in the staff Menopause Guidance document which is available to all.

To mark the day and celebrate progress made, Occupational Health and Staff Health & Wellbeing teams highlighted the support available at the University:

- Menopause Guidance Document
- Training for line managers
- Informal support for staff along with further support all available on the [Your Health and Wellbeing](#) webpages.

Inclusive Bangor Scholarships

Three Inclusive Bangor Scholarships have been awarded to exceptional Bangor University graduates – Charlie Cross, Esta McInnes and Courtney Turner.

The scholarships, which cover up to £9,500 of course fees, support students who are continuing their studies at Bangor. The aim of the scholarships is to highlight and celebrate the diversity and inclusivity of our student population, to ensure the student voice and experience is embedded in the University's Equality, Diversity and Inclusivity (EDI) and Athena Swan agendas, and to support the career development of students contributing to these important agendas.



Charlie



Esta



Courtney

Charlie Cross is studying for an MA in Linguistics in the School of Arts, Culture and Language, he said, *"I'm excited about being involved in EDI Committees and Unite, Bangor society for autistic students, improving accessibility within the University, and most importantly, contributing to autistic-led autism research, something that is shockingly lacking in so many fields. It's often said that autistic students have to work twice as hard to achieve the same goal, and I have experienced this myself. Research shows that autistic students have a higher dropout rate than peers despite support, and graduate-level employment is lower than any other group. My efforts and the efforts of others being recognised is such an important step in making academia fairer and more inclusive."*

Esta McInnes is studying for an MSc in Sports and Exercise Psychology in the School of Psychology and Sport Science, she said, *"As a female tennis player, coach and aspiring sports psychologist, I have experienced being underestimated and patronised in my own area of expertise. Although these experiences have instilled in me a passion for pursuing equity, inclusion and diversity in the world of sport, they are a sad indictment of our patriarchal society and reflect the need for change. This scholarship has enabled me to continue my contribution to the world of sport and will hopefully inspire more women to pursue post-graduate study in male-dominated fields."*

Courtney Turner is studying for an MSc in Applied Innovation Design in the School of Computer Science and Engineering, she said, *"This scholarship has given me the opportunity to deepen my passion for design while honing my skills to challenge systemic barriers and integrate diverse perspectives into innovation. It represents a recognition of my potential to make meaningful contributions toward a more equitable and inclusive future, inspiring me to lead with empathy and purpose in my field."*

Recruitment

During the reporting academic year **196** jobs were posted (advertised). There were **2204** applicants (some applicants may have applied for more than one vacant role in which case they will be counted more than once).

143 people were hired (a further 10 were at different stages of being offered but hadn't yet been hired/started their employment).

Of the 143 people who were appointed (hired):

64.3% were female (during the same reporting period 60.7% of all University staff were female).
33.6% were male.
2.1% did not provide information.

11.9% were disabled (during the same reporting period 9.1% of all University staff identified as disabled).
77.6% were not disabled.
10.5% did not provide information.

11.9% were ME (during the same reporting period 9.2% of all University staff identified as ME).
83.2% were White.
4.9% did not provide information.

32

Recruitment outcomes by headcount

Closed	9
Hired	143
In Process	195
Invitation Declined	4
Offer accepted	10
Offer declined	36
Open	21
Unsuccessful	1709
Withdrawn	77
Total	2204

Age

Of the **2204** recruitment applicants **174** declined to disclose their age. Of the **2030** who did give their age, the average age was **36 years**.

33

All applicants by legal sex in %

Female	47.5%
Male	52.2%
No info provided	0.3%
Total	100%

33 a

Recruitment outcomes by legal sex in %

Outcome	Female	Male	Not known	Total
Closed	55.6%	44.4%	0.0%	100%
Hired	64.3%	33.6%	2.1%	100%
In Process	49.2%	49.7%	1.0%	100%
Invitation Declined	50.0%	50.0%	0.0%	100%
Offer accepted	30.0%	60.0%	10.0%	100%
Offer declined	75.0%	25.0%	0.0%	100%
Open	47.6%	52.4%	0.0%	100%
Unsuccessful	45.0%	55.0%	0.0%	100%
Withdrawn	55.8%	44.2%	0.0%	100%
Total	47.5%	52.2%	0.3%	100%

34

All applicants by disability in %

Disabled	10.9%
No info provided	5.7%
No known disability	83.3%
Total	100%

34 a

Recruitment outcomes by disability in %

Outcome	Disabled	Do not wish to answer	No info	No known disability	Total
Closed	11.1%	11.1%	77.8%	0.0%	100%
Hired	11.9%	8.4%	77.6%	2.1%	100%
In Process	12.8%	4.6%	81.5%	1.0%	100%
Invitation Declined	0.0%	25.0%	75.0%	0.0%	100%
Offer accepted	0.0%	0.0%	90.0%	10.0%	100%
Offer declined	16.7%	8.3%	75.0%	0.0%	100%
Open	9.5%	4.8%	85.7%	0.0%	100%
Unsuccessful	10.5%	5.3%	84.2%	0.0%	100%
Withdrawn	13.0%	3.9%	83.1%	0.0%	100%
Total	10.9%	5.4%	83.3%	0.3%	100%

35**All applicants by ethnicity in %**

ME	43.7%
No info provided	4.7%
White	51.8%
Total	100%

35 a**Recruitment outcomes by broad ethnicity in %**

Outcome	ME	White	Do not wish to answer	Not known	Total
Closed	11.1%	77.8%	11.1%	0.0%	100%
Hired	11.9%	83.2%	2.8%	2.1%	100%
In Process	47.7%	47.2%	4.1%	1.0%	100%
Invitation Declined	50.0%	25.0%	25.0%	0.0%	100%
Offer accepted	40.0%	40.0%	10.0%	10.0%	100%
Offer declined	13.9%	86.1%	0.0%	0.0%	100%
Open	57.1%	42.9%	0.0%	0.0%	100%
Unsuccessful	47.6%	48.1%	4.3%	0.0%	100%
Withdrawn	20.8%	74.0%	5.2%	0.0%	100%
Total	43.7%	51.8%	4.2%	0.3%	100%

Promotion

This information covers promotions with closing dates between 31 July 2024 and 31 January 2025, however many of the promotion and regrading opportunities were unavailable during this period due to the whole-University financial sustainability restructuring.

In total **29 staff applied for promotion**, of these **27** members of staff were promoted 'successful, and **two** were unsuccessful.

36

Promotion applications by sex in %

Sex	% of applications
Female	58.6%
Male	41.4%
Total	100%

37

Promotion outcomes by sex in %

Outcome	Female	Male	Total
Successful	55.2%	37.9%	93.1%
Unsuccessful	3.4%	3.4%	6.9%
Grand Total	58.6%	41.4%	100%

38

Promotion applications by disability in %

	% of applications
Disabled	20.7%
Information refused	6.9%
No known disability	72.4%
Total	100%

39

Promotion outcomes by disability in %

Outcome	Disabled	Information refused	No known disability	Total
Successful	69.0%	6.9%	17.2%	93.1%
Unsuccessful	3.4%	0.0%	3.4%	6.9%
Grand Total	72.4%	6.9%	20.7%	100%

40

Promotion applications by ethnicity in %

	% of applications
ME	17.2%
Information refused	3.4%
White	79.3%
Total	100%

41

Promotion outcomes by ethnicity in %

Outcome	ME	Information refused	White	Total
Successful	13.8%	3.4%	75.9%	93.1%
Unsuccessful	3.4%	0.0%	3.4%	6.9%
Total	17.2%	3.4%	79.3%	100%

42

Promotion applications by full-time or part-time in %

	% of applications
Full-time	75.9%
Part-time	24.1%
Total	100%

43

Promotion outcomes by full-time or part-time in %

Outcome	Full-time	Part-time	Total
Successful	69.0%	24.1%	93.1%
Unsuccessful	6.9%	0.0%	6.9%
Total	75.9%	24.1%	100%

Leavers

During the academic year 2024 – 2025, **465 staff left their employment** at the University, equating to **21% of staff** (of the total 2184 staff employed during the period).

Of all leavers:

66% were female, 34% were male.

8% identified as disabled.

13.3% identified as minority ethnic (ME).

44

All leavers by reason for leaving in % and by headcount

Reason for leaving	% of leavers	Headcount
End of fixed-term contract	41.2%	189
Resignation	20.9%	96
Retirement	3.3%	15
Voluntary redundancy/severance	34%	156
Other redundancy	0.2%	1
Other (includes dismissal & ill-health)	1.3%	6
Death	0.4%	2
Total	100%	465

45

All leavers by gender and reason for leaving by % of total

Reason for leaving	Female	Male	Total
End of fixed-term contract	26.0%	14.6%	40.6%
Resignation	15.9%	4.7%	20.6%
Retirement	1.5%	1.7%	3.2%
Voluntary redundancy	21.5%	12.0%	33.5%
Other redundancy	0.2%	0.0%	0.2%
Other (includes dismissal & ill-health)	0.4%	0.9%	1.3%
Death	0.4%	0.0%	0.4%
Total	66.0%	34.0%	100%

46

All leavers by gender by reason for leaving as a % of each reason

Reason for leaving	Female	Male	Total
End of fixed-term contract	64.0%	36.0%	100%
Resignation	77.1%	22.9%	100%
Retirement	46.7%	53.3%	100%
Voluntary redundancy	64.1%	35.9%	100%
Other redundancy	100.0%	0.0%	100%
Other (includes dismissal & ill-health)	33.3%	66.7%	100%
Death	100.0%	0.0%	100%
Total	66.0%	34.0%	100.0%

47

All leavers by disability and reason for leaving by % of total

Reason for leaving	Disabled	No known disability	Prefer not to say	Total
End of fixed-term contract	2.4%	36.8%	1.5%	40.6%
Resignation	0.6%	17.6%	2.4%	20.6%
Retirement	0.2%	2.8%	0.2%	3.2%
Voluntary redundancy	4.5%	27.7%	1.3%	33.5%
Other redundancy	0.0%	0.0%	0.2%	0.2%
Other (includes dismissal and ill-health)	0.2%	0.9%	0.2%	1.3%
Death	0.0%	0.2%	0.2%	0.4%
Total	8.0%	86.0%	6.1%	100%

48

All leavers by disability and reason for leaving as a % of each reason

Reason for leaving	Disabled	No known disability	Prefer not to say	Total
End of fixed-term contract	5.8%	90.5%	3.7%	100%
Resignation	3.1%	85.4%	11.5%	100%
Retirement	6.7%	86.7%	6.7%	100%
Voluntary redundancy	13.5%	82.7%	3.8%	100%
Other redundancy	0.0%	0.0%	100.0%	100%
Other (includes dismissal and ill-health)	16.7%	66.7%	16.7%	100%
Death	0.0%	50.0%	50.0%	100%
Total	8.0%	86.0%	6.1%	100%

49

All leavers by ethnicity and reason for leaving by % of total

Reason for leaving	Prefer not to			Total
	ME	say	White	
End of fixed-term contract	9.2%	1.2%	30.1%	40.6%
Resignation	2.6%	0.6%	17.4%	20.6%
Retirement	0.2%	0.2%	2.8%	3.2%
Voluntary redundancy	1.3%	0.8%	31.4%	33.5%
Other redundancy	0.0%	0.0%	0.2%	0.2%
Other (includes dismissal and ill-health)	0.0%	0.0%	1.3%	1.3%
Death	0.0%	0.0%	0.4%	0.4%
Total	13.3%	3.0%	83.7%	100%

50

All leavers by ethnicity and reason for leaving as a % of each reason

Reason for leaving	Prefer not to			Total
	ME	say	White	
End of fixed-term contract	22.8%	3.2%	74.1%	100%
Resignation	12.5%	3.1%	84.4%	100%
Retirement	6.7%	6.7%	86.7%	100%
Voluntary redundancy	3.8%	2.5%	93.6%	100%
Other redundancy	0.0%	0.0%	100.0%	100%
Other (includes dismissal and ill-health)	0.0%	0.0%	100.0%	100%
Death	0.0%	0.0%	100.0%	100%
Total	13.3%	3.0%	83.7%	100%

Embedding Equality

Staff training in the areas of equality, diversity and inclusion is a fundamental aspect of the University's training provision, enabling us to foster good relations between people from different groups, eliminate discrimination and advance equality of opportunity.

Equality training is also an essential module included in the mandatory training suite that all staff must complete online every two years and we also offer in-person training which enables improved access for all.

We have a programme of equality training designed to meet the needs of staff and to promote an inclusive workplace:

- All newly appointed staff complete their induction online via the Blackboard virtual learning environment and there is also an in-person event where there is the added benefit of getting people to meet new colleagues and discuss these important topics. As part of their induction all staff are required to complete the University's mandatory training package within the 1st month of their appointment, these include the Equality and Diversity module and the Unconscious Bias training module also.
- Mandatory Training includes 8 modules that staff must complete every two years. Equality Training and Unconscious Bias are included as core along with things like Health and Safety. Completion rates are monitored and in the reporting period 81.7% staff completed mandatory training:

These are the mandatory training modules with completion rates:

- Equality and Diversity in the Workplace - 82.67%
- Unconscious Bias - 79.59%
- Health and Safety - 82.52%
- Information Security Essentials - 76.34%
- Prevent (Anti Radicalisation) - 83.39%
- The Welsh Language at Bangor University - 85.36%
- Anti Money Laundering - 81.72%
- An Introduction to Counter Fraud - 81.96%

- We also offer bespoke equality training to meet the needs of specific groups of staff e.g. student wardens, Students' Union Sabbatical Officers, staff undertaking equality impact assessments and in-person training for manual staff.
- A new development for 2026 has been the rolling out of a Stress Assessment tool along with training for managers to develop their understanding of and skills around having stress related conversations and the 'how to' of completing a Stress Risk Assessment.
- Equality for Managers training is provided in the form of half-day workshops some online and some in-person that take place three or four times a year with sessions in both Welsh and English. This training has now been incorporated into The Bangor Manager Programme making it essential that all managers attend in-depth equality training. During the reporting period 13 members of staff completed in-person Equality Training for Managers.
- Staff involved in the Recruitment and Selection process must also attend specific training, this is also built in as a fundamental part of the Bangor Manager Programme and during the reporting period 42 managers completed the training.
- i-act training was introduced as part of our Health and Wellbeing Programme in 2023. This is a programme developed specifically to enable participants to understand and

support mental health and wellbeing in the workplace. During the reporting period 37 managers attended this one-day training programme.

- Menopause Awareness Training for Managers was introduced during this period and 12 managers attended the workshop.
- In addition bespoke training has been designed and delivered on the following: Trans awareness, Race Equality Charter development and engagement, neurodivergence in the workplace - a support network for staff has been launched and training developed for managers.

We seek to thread equality into much of the staff training that we provide across many topics, for example we will discuss reasonable adjustments within our Sickness Absence Management training for managers and Performance Management Workshops. Unconscious bias is covered in some detail in our Recruitment and Selection training as well as within the Unconscious Bias module. Wherever possible we link and merge learning themes in addition to having stand-alone topics.

In early 2025, working in conjunction with digital services, we developed a management reporting tool which enables us to see in real time. What elements of mandatory training staff have completed. Staff are able to access the data from their self service portal in iTrent and managers can access the completion data for staff in their respective areas. This makes it much easier to track and monitor completion rates and has raised the importance and visibility of the training which includes both Diversity in the Workplace and Unconscious Bias. We report this data to the University Executive Board and Council on a regular basis.

Equality Impact Assessments

The revised Equality Impact Assessment (EIA) template form and associated guidance continues to be used by managers widely across the whole University.

Training on carrying out Equality Impact Assessments has been incorporated within the 'Equality for Managers' half-day workshop and the EIA template form and guidance is published on our Human Resources webpages.

Staff Casework

During the academic year 2024 – 2025 Human Resources managed the following formal casework:

Formal capability cases:

13 cases, of which

- 5 males, 8 female.

- 12 white members of staff.

- 9 No known disability, 0 information refused, 4 declared a disability.

Formal disciplinary cases:

6 cases, of which

- 3 males, 3 female.
- 6 white members of staff.
- 3 No known disability, 1 information refused, 2 declared a disability.

Formal grievances:

5 cases, of which

- 3 female, 2 male.
- 5 white members of staff.
- 2 No known disability, 3 declared a disability.

Formal probation cases (failing probation):

One.



This report has been produced in accessible format and is also published in Welsh.

Prepared and published by Bangor University Human Resources and approved by the Equality, Diversity & Inclusion and Wellbeing Committee.