

Gender Pay Gap Report 2025



**Data from the snapshot date of 31 March 2025
Published March 2026**

From the Vice Chancellor



At Bangor University, we are firmly committed to advancing equality, diversity and inclusion. As we highlighted in our institutional strategic plan *Strategy 2030*, we are committed to promoting equality of opportunity and enabling our staff to thrive in an inclusive, diverse and bilingual workplace.

This Gender Pay Gap Report 2025 highlights the progress we are making towards this commitment. During the current reporting period, our median gender pay gap has reduced to 4.8%. This remains below the UK national figure (**median 12.8% /all employees**) and lower than the UK Higher Education sector average (median 14.6%) marking the eighth consecutive year in which our gap has remained below the national benchmark. While this progress is encouraging, we recognise that a gender pay gap persists and we remain focused on reducing that pay disparity further.

The principal cause of our gender pay gap continues to be the underrepresentation of women in our most senior grades. We are committed to addressing this through targeted initiatives that support the recruitment, retention, development and progression of female colleagues. These initiatives continue to receive strong levels of engagement and positive feedback from staff. However, sustained action is vital to address vertical segregation within the University. We will continue to work to identify and address the factors influencing these trends and to develop and refine our Gender Pay Gap Action Plan accordingly.

Removing barriers to progression for staff from all backgrounds remains central to our equality work. Alongside our gender pay gap reporting, we continue to publish our institutional Ethnicity and Disability Pay Gaps. In October 2023 we achieved Disability Confident Employer Level 2 accreditation. In 2024 we were awarded Athena Swan Silver, followed by the Race Equality Charter Bronze award in 2025.

Our charter action plans set out a comprehensive programme of activity to deepen our understanding of intersectional inequalities, eliminate racial, disability and gender bias, and reduce disparities in staff experience and outcomes. Together with the ongoing Gender Pay Gap Action Plan outlined at the end of this report, this work supports the delivery of our strategic objectives and strengthens our ambition to be a truly inclusive, equitable and representative University.

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, this is Bangor University's Gender Pay Gap Report.
- 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. Government guidance requires that employees paid a reduced rate on the snapshot date e.g. reduced maternity leave, sick leave, are excluded from the calculations.
- 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. In addition to this Gender Pay Gap Report, the University conducts an Equal Pay audit every 5 years or when there is a significant change to the pay structure. It is important to understand that a Gender Pay Gap is not the same as Equal Pay
 - **Equal Pay** looks at the pay 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 is voluntarily publishing details of its Ethnicity Pay Gap and Disability Pay Gap. This data is currently published at Institutional level only and not by quartile pay bands.

2. COVERAGE

- I. The University is committed to equality of opportunity and transparency and in accordance with the [EHRC's Technical guidance on the public sector equality duty: Wales](#) Section 8: Pay differences and action plans, Regulations 11 and 12.
- II. The data in this report covers all individuals employed by the University on the snapshot date of 31 March 2025. In accordance with the Gender Pay Gap regulations, 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 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 the following Employee Categories – Academic & Research, Managerial & Professional, Technical, Administrative & Clerical, and Manual.
- V. Gender pay gap 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 included the analysis and publication of its Institutional-level Ethnicity pay gap. Data has been analysed as the percentage difference using the White employee salary as the base. A **positive** percentage figure indicates that minoritised ethnic (ME) employees have lower pay than White employees. A **negative** percentage figure indicates White employees have lower pay than ME employees.
- VII. Since 2021 the University has also included the analysis and publication of its Institutional-level Disability Pay Gap. Data has been analysed as the percentage difference using the non-disabled salary as the base. A **positive** percentage figure indicates staff who identify as disabled are in receipt of lower pay, in comparison to staff who are not disabled.

3. FINDINGS

Data has been analysed as follows:

➤ **% difference in median pay between female and male employees**

➤ **% difference in mean and median bonus payment, plus proportion of female and males who received bonus payment**

➤ **% difference in mean pay between female and male employees**

➤ **Number of female and male employees according to quartile pay bands**

➤ **Female and male employees according to grades**

➤ **% difference in median pay between minoritised ethnic and white employees**

➤ **% difference in mean pay between minoritised ethnic and white employees**

➤ **% difference in median pay between those employees who identify as disabled and employees who do not identify as disabled**

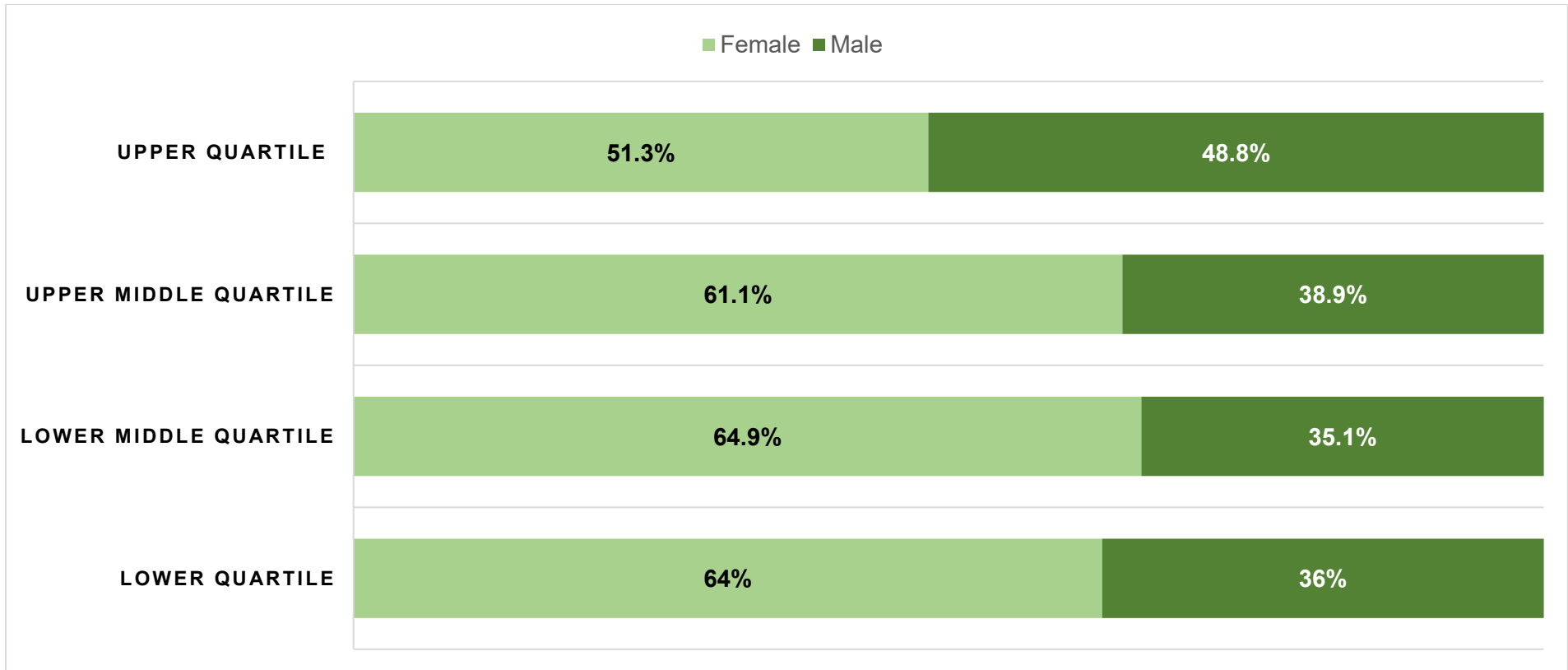
➤ **% difference in mean pay between those employees who identify as disabled and employees who do not identify as disabled**

TABLE 1.1 INSTITUTION OVERVIEW

Table 1.1. provides an institutional overview covering each of the areas indicated in **3. Findings** above (with the exception of grade analysis provided separately in table 1.7)

Mean Gender Pay Gap	Female Mean =	£21.98	Male Mean =	£25.23	Variance =	12.9%
Median Gender Pay Gap	Female Median =	£20.99	Male Median	£22.05	Variance =	4.8%
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%				
Mean Ethnicity Pay Gap	Minoritised Ethnic =	£24.66	White =	£23.09	Variance =	-6.8%
Median Ethnicity Pay Gap	Minoritised Ethnic =	£22.14	White =	£21.62	Variance =	-2.3%
Mean Disability Pay Gap	Identified as Disabled =	£21.22	No disability =	£23.94	Variance =	11.4%
Median Disability Pay Gap	Identified as Disabled =	£19.68	No disability =	£22.05	Variance =	10.7%
<u>Proportion of Males and Females in each quartile pay band</u>						
Of the 480 employees in the upper quartile, 234 are male and 246 are female. This means 48.8% are male and 51.3% are female.						
Of the 481 employees in the upper middle quartile, 187 are male and 294 are female. This means 38.9% are male and 61.1% are female.						
Of the 481 employees in the lower middle quartile, 169 are male and 312 are female. This means 35.1% are male and 64.9% are female.						
Of the 480 employees in the lower quartile, 173 are male and 307 are female. This means 36% are male and 64% 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 **4.8%** higher than female employees' pay, and male mean pay being **12.9%** higher than the mean pay of female employees.
- II. 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 12.8% for **all** employees and 6.9% for **full-time** employees (in April 2025). In 2024 [HEPI](#) produced a report for England and Wales which highlighted that the gender pay gap median is 11.9% across the HE sector. [Advance HE](#) reports that the median Gender Pay Gap across UK HEIs is 14.6%
- III. Bangor University has continued to perform favourably in comparison to national median gender pay gap statistics for the 8th year in succession.
- IV. Whilst the number of female employees continues to outnumber male employees at Bangor University (60.3% of the workforce being female, 39.7% male on the snapshot date), the overall Gender Pay Gap for the University (4.8% median) reflects the proportion of male staff in higher paid roles at the University, in comparison to their female colleagues.
- V. 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.
- VI. To understand the data, further pay gap analysis by job families can be found in Tables 1.2, 1.3, 1.4, 1.5 and 1.6.
- VII. Data in Table 1.1. indicates a positive Ethnicity Pay Gap in favour of minoritised ethnic employees, with mean pay being **-6.8%** and median pay being **-2.3%** for minoritised ethnic employees.

Minoritised ethnic staff represented 8.2% of the University's workforce on the snapshot date, a decrease from 9.6% the previous reporting year. 1.2% of staff have chosen not to provide their ethnicity information. Of the minoritised ethnic employees 75.2% were employed in posts in grades 6 to 9, in comparison to 67% of their White peers. 17.7% of minoritised ethnic staff occupied positions between Grade 1 and 5, in comparison to 26.2% of White staff.

- VIII. The Disability Pay Gap, as shown in Table 1.1. indicates a mean variance of **11.4%** and median of **10.7%** in favour of staff who do not identify as disabled. This year both the mean and median disability pay gaps have decreased from last year (mean 12.9%, median 16.2%). In 2021, the first year of reporting, the figures were 12.9%, median 16.8%.

Staff who identify as disabled represent 9.9% of all staff, however on the snapshot date 18.3% of staff had not provided this information. Of the 18.3% of staff where we do not hold their disability information, 2.6% had actively selected the 'Prefer not to say' option while for 15.7% no data was held.

BU Gender Pay Gap since 2018 in %

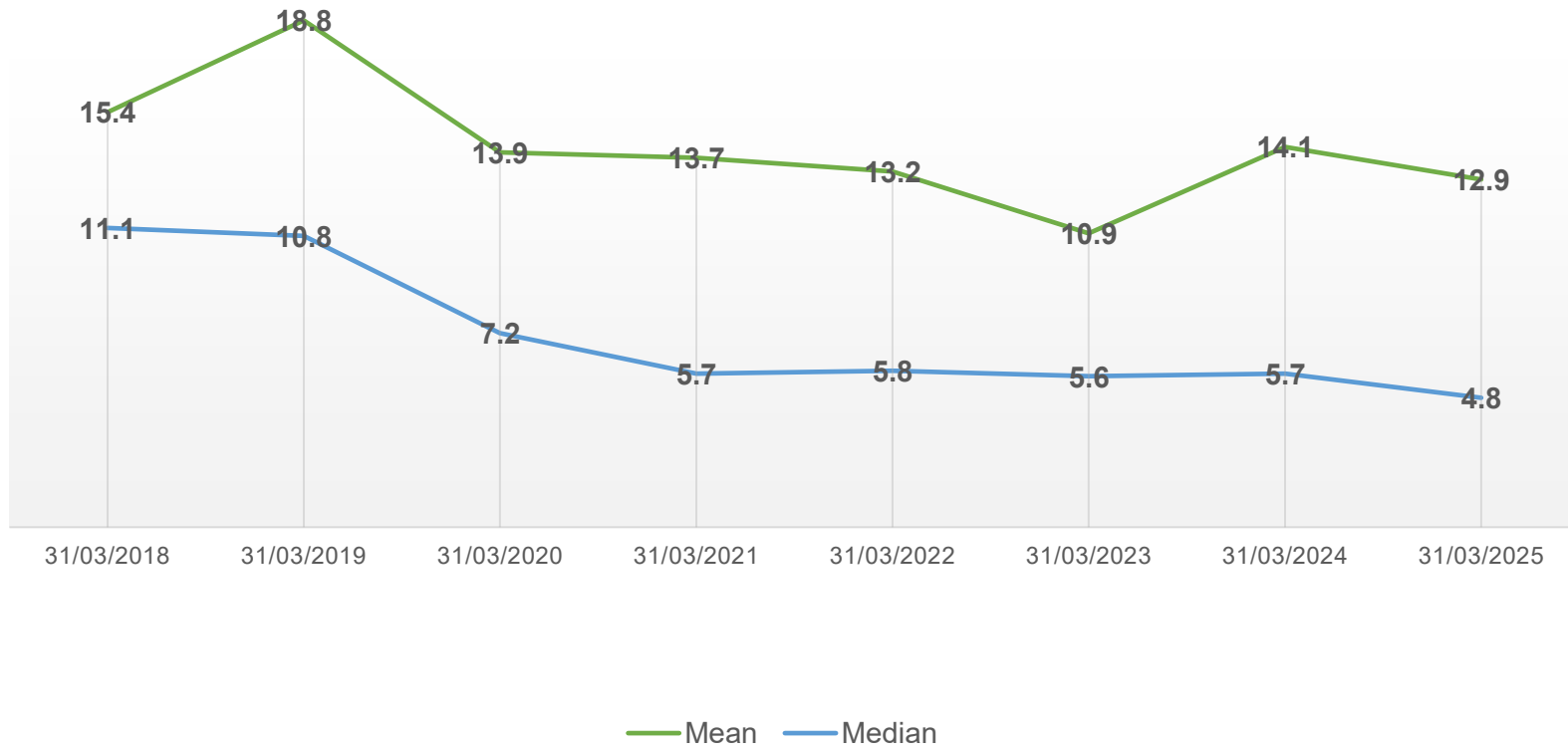
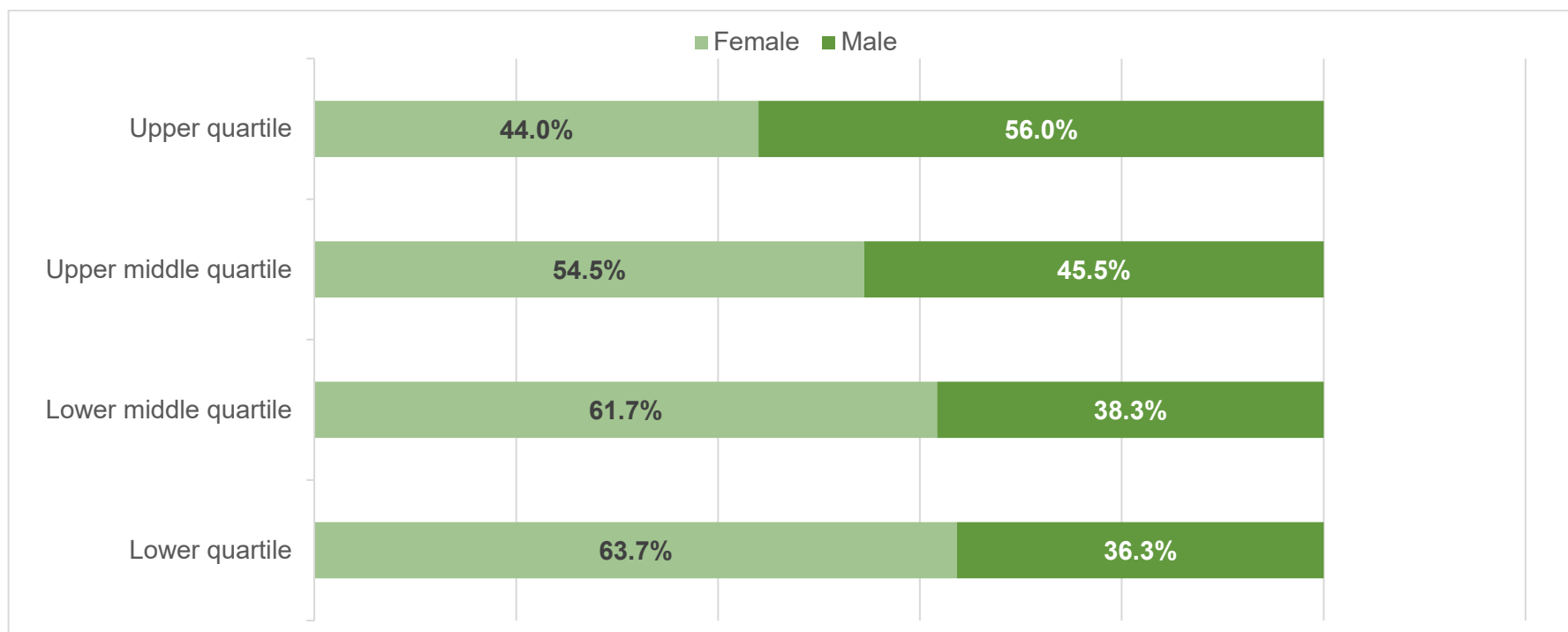


TABLE 1.2 ACADEMIC & RESEARCH STAFF OVERVIEW

Mean Gender Pay Gap	Female Mean = £26.72	Male Mean = £30.63	Variance = 12.8%
Median Gender Pay Gap	Female Median = £24.09	Male Median = £27.09	Variance = 11.1%
Mean Bonus Gender Pay Gap	Female Mean = £0.00	Male Mean = £0.00	Variance = 0.0%
Median Bonus Gender Pay Gap	Female Median = £0.00	Male Median = £0.00	Variance = 0.0%
Proportion of males receiving bonus payment		Male = 0%	
Proportion of females receiving bonus payment	Female = 0%		
<u>Proportion of Males and Females in each quartile pay band</u>			
Of the 234 employees in the upper quartile, 131 are male and 103 are female. This means 56% are male and 44% are female.			
Of the 235 employees in the upper middle quartile, 107 are male and 128 are female. This means 45.5% are male and 54.5% are female.			
Of the 235 employees in the lower middle quartile, 90 are male and 145 are female. This means 38.3% are male and 61.7% are female.			
Of the 234 employees in the lower quartile, 85 are male and 149 are female. This means 36.3% are male and 63.7% 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 gender pay gaps for this category of staff. This year's mean pay gap of 12.8% is a slight decrease on the previous reporting year figure of 13.9%. The median gap of 11.1% is also a slight decrease on the previous year's figure of 12.7%.

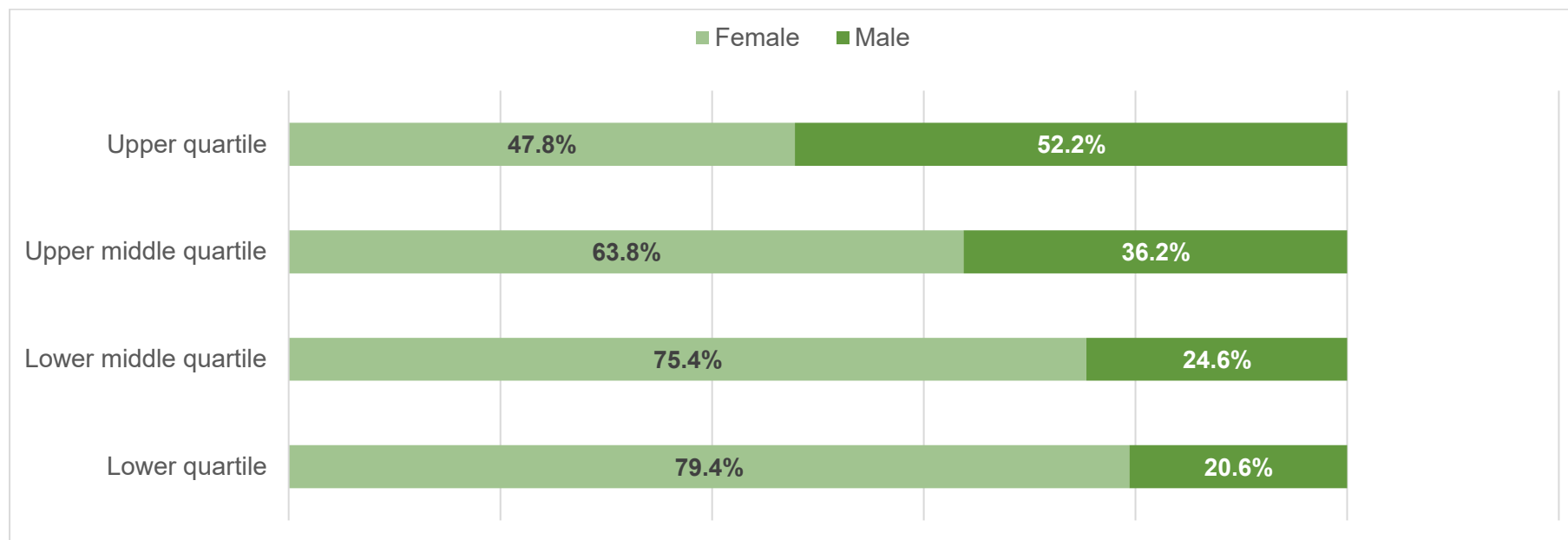
Further analysis of the data demonstrates there are 3.6% more female staff occupying Upper Quartile Academic and Research roles (44%) in this reporting year than in the previous report when there were 40.4% (from 38% in 2021). This increased representation is gradually positively impacting the reduction in the gender pay gap for this job category.

Overall, the Academic and Research category comprises 56% female staff and 44% male staff, with the greatest gender imbalance evidenced in the Lower Quartile where 65.8% of staff in that quartile are female.

TABLE 1.3 MANAGERIAL & PROFESSIONAL STAFF OVERVIEW

Mean Gender Pay Gap	Female Mean =	£23.18	Male Mean =	£30.02	Variance = 22.8%
Median Gender Pay Gap	Female Median =	£22.05	Male Median =	£24.80	Variance = 11.1%
Mean Bonus Gender Pay Gap	Female Mean =	£0.00	Male Mean =	£0.00	Variance = 0.0%
Median Bonus Gender Pay Gap	Female Median =	£0.00	Male Median =	£0.00	Variance = 0.0%
Proportion of males receiving bonus payment			Male =	0%	
Proportion of females receiving bonus payment	Female =	0%			
<u>Proportion of Males and Females in each quartile pay band</u>					
Of the 69 employees in the upper quartile, 36 are male and 33 are female. This means 52.2% are male and 47.8% are female.					
Of the 69 employees in the upper middle quartile, 25 are male and 44 are female. This means 36.2% are male and 63.8% are female.					
Of the 69 employees in the lower middle quartile, 17 are male and 52 are female. This means 24.6% are male and 75.4% are female.					
Of the 68 employees in the lower quartile, 14 are male and 54 are female. This means 20.6% are male and 79.4% are female.					

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



Analysis of the Managerial and Professional category as a whole identifies that 66.5% are female and 33.5% are male. However, in this role category the largest proportion of female staff are in the lower quartile, with decreasing numbers as a proportion of the total as we go up the quartiles (to the higher paid quartile).

There has been a 3.4% increase in the number of females in the upper quartile in this reporting period. The % of females has remained similar in the upper middle quartile (63.8% this year, 63.9% last year).

There continues to be a higher proportion of female staff in the lower quartiles leading to the mean gender pay gap value increasing slightly to 22.8% in this reporting period (from 22.1% last year). This is the highest mean gender pay gap across all job categories at the University.

The median gender pay gap value has decreased from 13% last year to 11.1% in this reporting period.

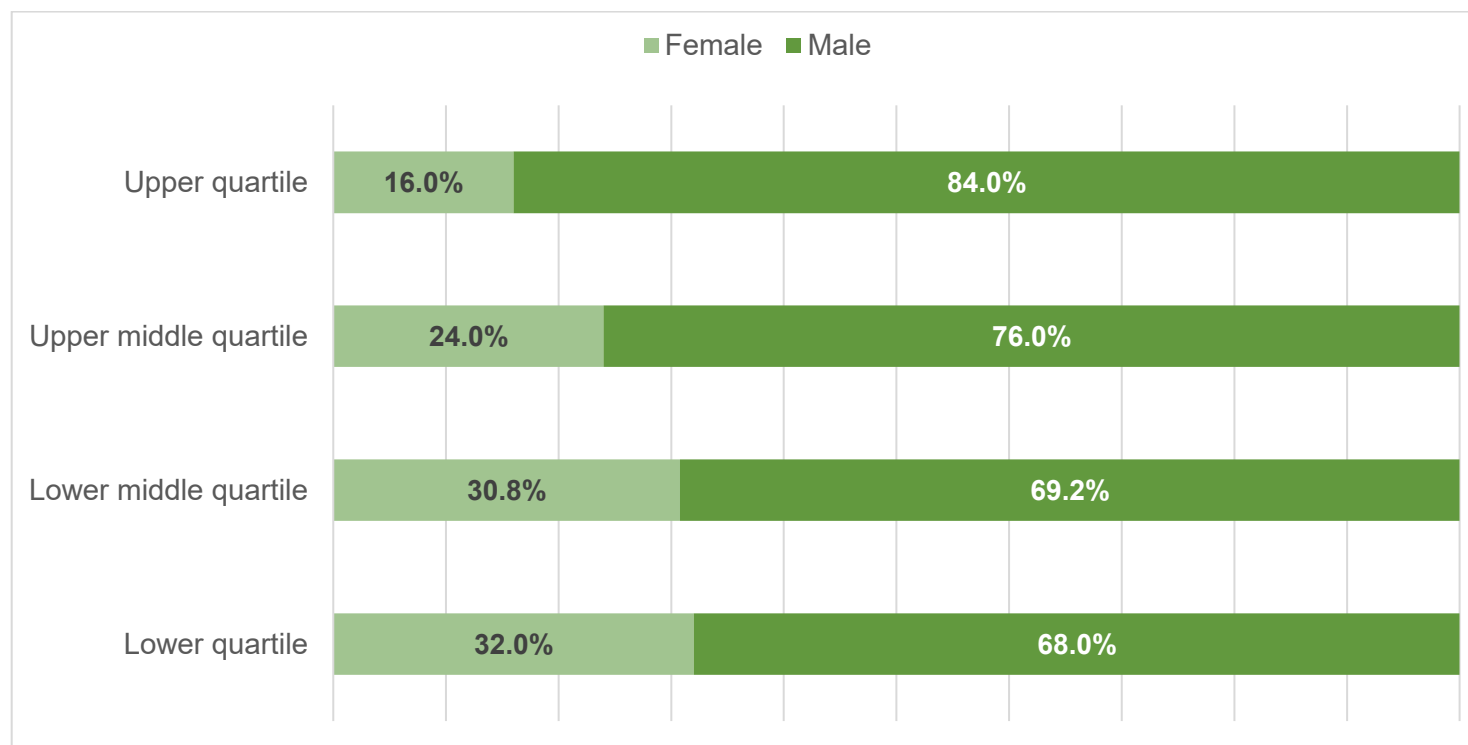
The differences between the mean and median gender pay gaps in this job category is due to a small number of male staff in this category having significantly higher salaries than the rest of the staff in this job type.

Director and Executive level roles fall within this job category, this is the only category where 'spot salaries' are used based on sector-led salaries outside of Bangor University's pay scales.

TABLE 1.4 TECHNICAL STAFF OVERVIEW

Mean Gender Pay Gap	Female Mean = £15.33	Male Mean = £16.16	Variance = 5.1%
Median Gender Pay Gap	Female Median = £14.42	Male Median = £15.57	Variance = 7.4%
Mean Bonus Gender Pay Gap	Female Mean = £0.00	Male Mean = £0.00	Variance = 0.0%
Median Bonus Gender Pay Gap	Female Median = £0.00	Male Median = £0.00	Variance = 0.0%
Proportion of males receiving bonus payment		Male = 0%	
Proportion of females receiving bonus payment	Female = 0%		
<u>Proportion of Males and Females in each quartile pay band</u>			
Of the 25 employees in the upper quartile, 21 are male and 4 are female. This means 84% are male and 16% are female.			
Of the 25 employees in the upper middle quartile, 19 are male and 6 are female. This means 76% are male and 24% are female.			
Of the 26 employees in the lower middle quartile, 18 are male and 8 are female. This means 69.2% are male and 30.8% are female.			
Of the 25 employees in the lower quartile, 17 are male and 8 are female. This means 68% are male and 32% are female.			

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



Male staff dominate this job category with male representation being significantly higher across all quartiles. The highest female representation is at the Lower and Lower Middle Quartiles. The number of female staff in Technical roles continues to decrease, from 32% in 2023 to 29.5% in 2024 and 25.7% of all technical staff in this reporting year.

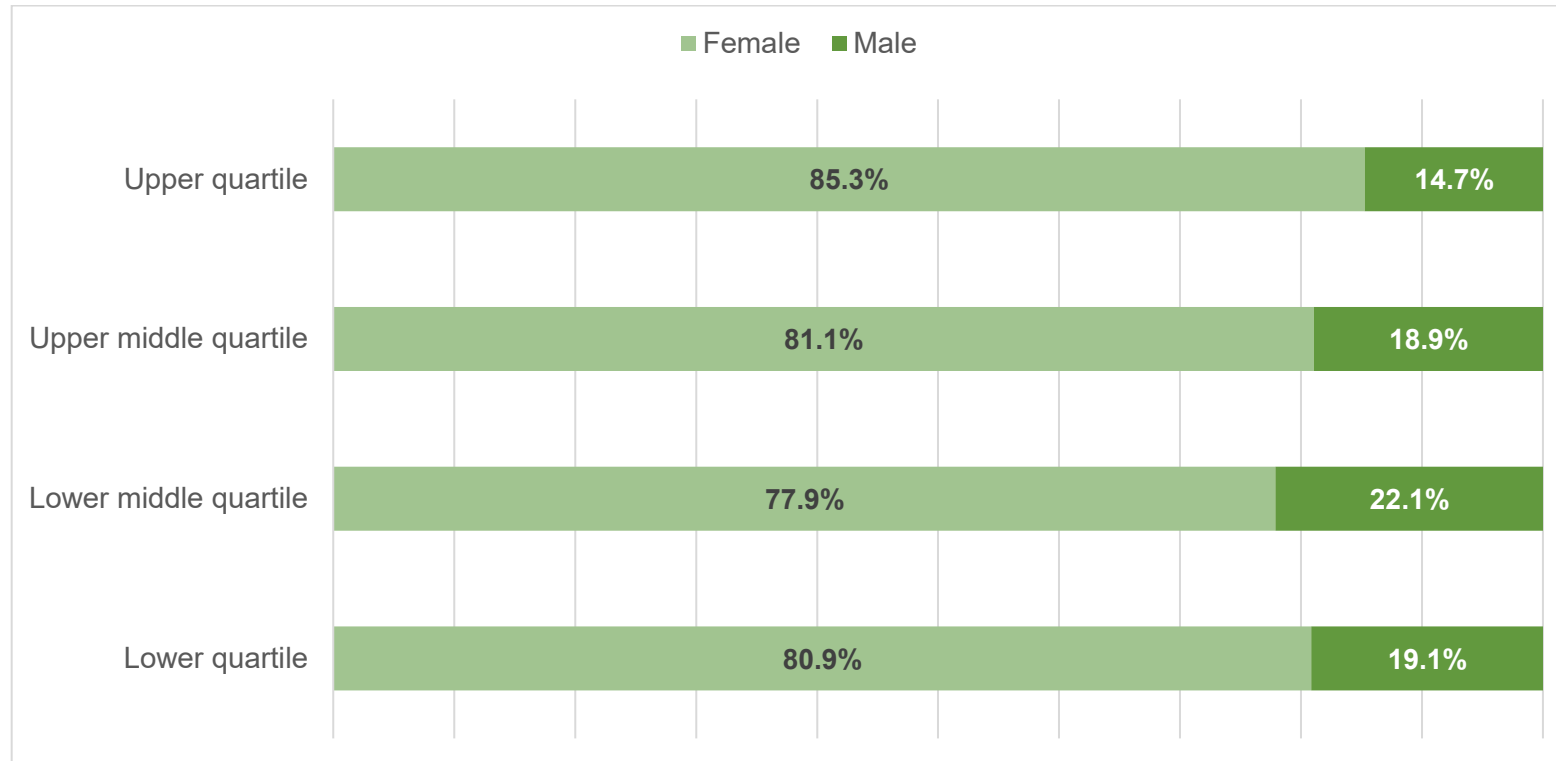
Technical staff is the smallest job category at the University, with 101 staff in total (26 female and 75 male).

The mean gender pay variance has decreased again in this reporting period, to 5.1% (was 5.7% in 2024 and 9.1% in 2023). The median gender pay variance has seen little change, at 7.4% this year compared with last year's 7.3% (having been at 10.8% in 2023).

TABLE 1.5 ADMINISTRATIVE & CLERICAL STAFF OVERVIEW

Mean Gender Pay Gap	Female Mean =	£16.73	Male Mean =	£15.54	Variance =	- 7.7%
Median Gender Pay Gap	Female Median =	£14.80	Male Median =	£14.03	Variance =	- 5.5%
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 95 employees in the upper quartile, 14 are male and 81 are female. This means 14.7% are male and 85.3% are female.						
Of the 95 employees in the upper middle quartile, 18 are male and 77 are female. This means 18.9% are male and 81.1% are female.						
Of the 95 employees in the lower middle quartile, 21 are male and 74 are female. This means 22.1% are male and 77.9% are female.						
Of the 94 employees in the lower quartile, 18 are male and 76 are female. This means 19.1% are male and 80.9% are female.						

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



Female staff dominate this job category with female representation being significantly higher across all quartiles. Females currently represent 81.3% of all staff within the Administrative & Clerical category, continuing to increase (from 72.9% in 2023, 72.9% in 2024).

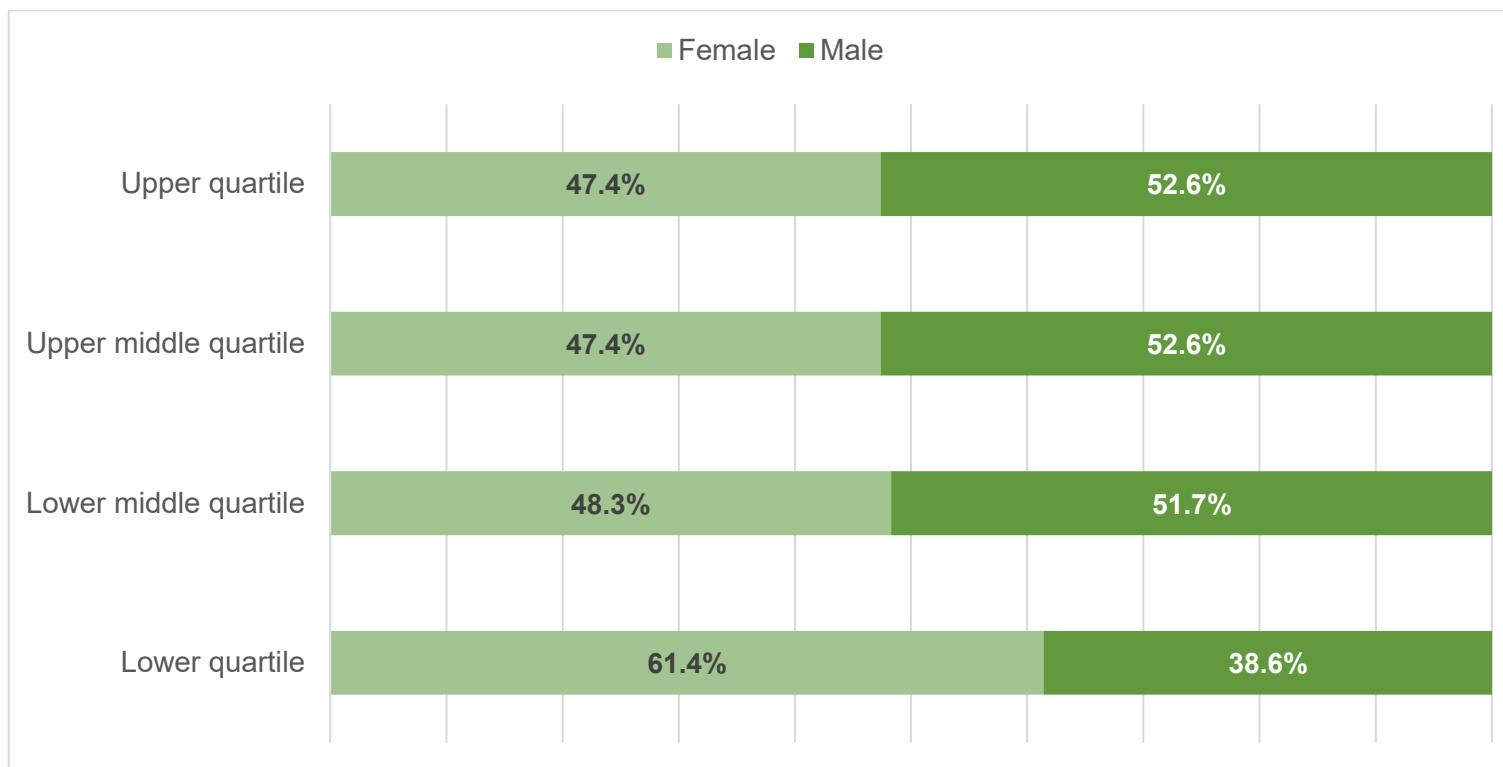
Both the mean and median gender pay variances have pay gaps in favour of female staff and are again showing negative values (i.e. negative to the base/males therefore positive for female staff). In the current reporting period the mean gender pay gap is -7.7% and median -5.5%

However, to note that although in this job category, pay gaps are in favour of women, the highest grade within the category is grade 6.

TABLE 1.6: MANUAL STAFF OVERVIEW

Mean Gender Pay Gap	Female Mean = £14.17	Male Mean = £13.62	Variance = - 4%
Median Gender Pay Gap	Female Median = £12.08	Male Median = £12.75	Variance = 5.3%
Mean Bonus Gender Pay Gap	Female Mean = £0.00	Male Mean = £0.00	Variance = 0.0%
Median Bonus Gender Pay Gap	Female Median = £0.00	Male Median = £0.00	Variance = 0.0%
Proportion of males receiving bonus payment		Male = 0%	
Proportion of females receiving bonus payment	Female = 0%		
<u>Proportion of Males and Females in each quartile pay band</u>			
Of the 57 employees in the upper quartile, 30 are male and 27 are female. This means 52.6% are male and 47.4% are female.			
Of the 57 employees in the upper middle quartile, 30 are male and 27 are female. This means 52.6% are male and 47.4% are female.			
Of the 58 employees in the lower middle quartile, 30 are male and 28 are female. This means 51.7% are male and 48.3% are female.			
Of the 57 employees in the lower quartile, 22 are male and 35 are female. This means 38.6% are male and 61.4% are female.			

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



The number of staff in this job category has remained much the same (229 this year, 221 in 2024) made up of 51.1% female, 48.9% male.

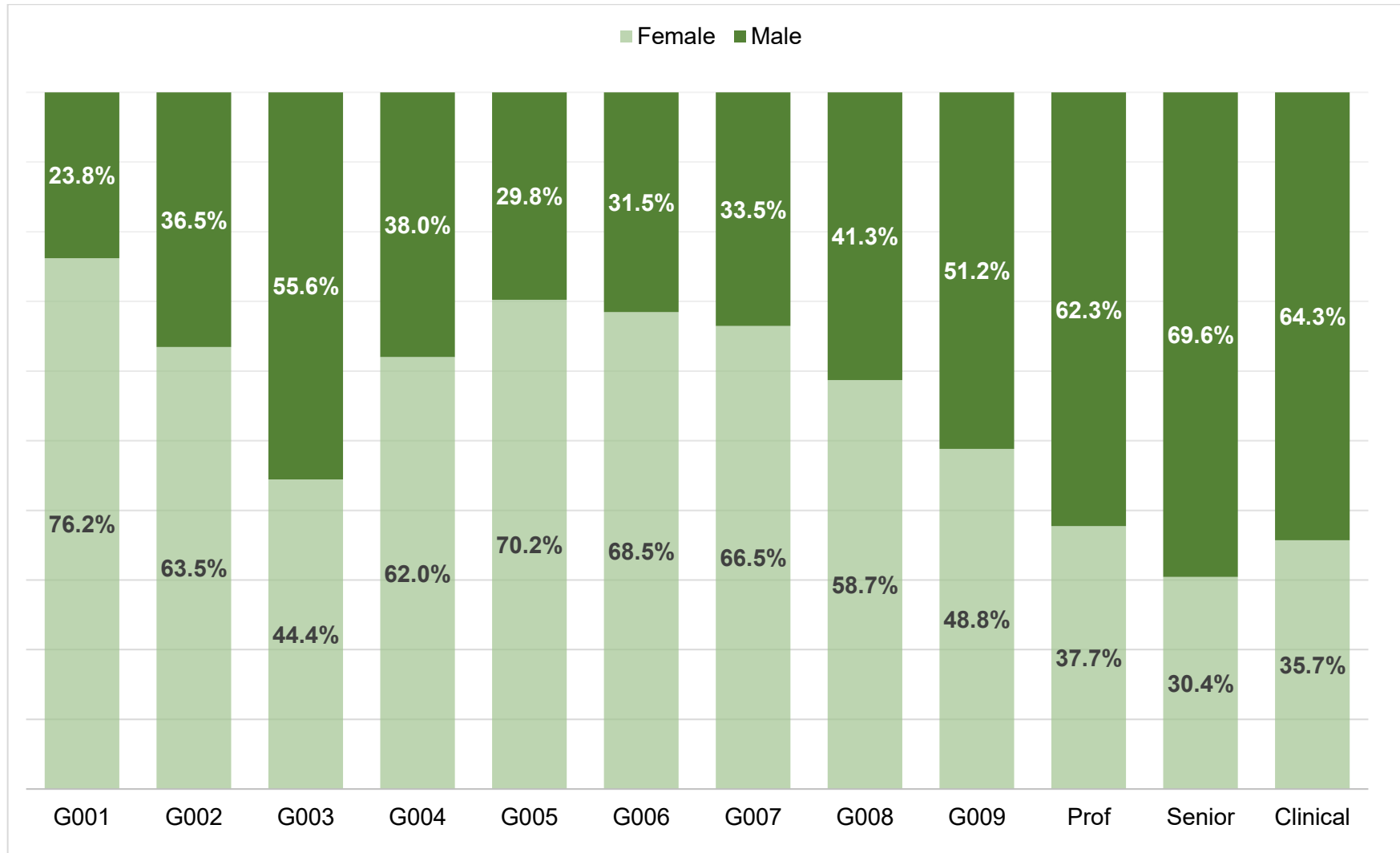
Also as last year, the proportion of females to males is broadly similar across the higher three quartiles but more females than males feature in the lower quartile.

The mean gender pay variance has significantly decreased, for the first time to a negative number in favour of female staff at – 4% (minus), from 6.9% last year and 3.3% in 2023.

The median gender pay variance stands at 5.3%, from 5.1% in 2024 and 1.6% in 2023 (8.7% in 2020).

TABLE 1.7 ALL EMPLOYEES

PROPORTION OF MALES AND FEMALES IN EACH GRADE



Analysis by grade reveals that the Gender Pay Gap at Bangor University is primarily due to the under-representation of female employees in the higher paid roles within the University.

There has been a slight decrease in the representation of female staff at professorial level (2025: 37.7%, 2024: 37.86%). However, the proportion of female staff in the 'senior' grade (representing Directors and Executive level staff) has increased from 27.59% in 2024 to 30.4% in the current reporting period based on the snapshot date of March 2025.

Female staff as a proportion of all staff at the lowest grade, grade 1, has increased from 69.23% in 2024 to 76.2% in this reporting period.

Female representation as a proportion of grade is highest at grade 1 (76.2%) followed by grade 5 (70.2%).

In the highest paying grades of 9, Professorial, Senior and Clinical males outnumber females as a proportion of each grade. Females outnumber males in grades 1, 2, 4, 5, 6, 7 and 8.

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 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 for doing like work or work of similar value.
 - III. Whilst Bangor University's median Gender Pay Gap, at 4.8%, is smaller than the UK national median Gender Pay Gap (12.8%), a gap still exists.
 - IV. This year's mean Gender Pay Gap, at 12.9%, while continuing to decrease year on year, demonstrates the need for a continued commitment to address vertical segregation in the University, through the identification of influencing factors, and the continued development and review of the University's action plan to address the Gender Pay Gap.
 - V. In the Administrative and Clerical job category, both the Mean and Median gender pay variances evidence a positive gap in favour of female staff pay.
 - VI. The job category where we see the highest Gender Pay Gap at Bangor University is in that of Managerial & Professional staff with a mean gender pay gap of 22.8% and median gender pay gap of 11.1%, both in favour of males, the median figure has seen a slight reduction from 13.9% from the previous reporting year.
 - VII. 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.
- VIII. Currently the Ethnicity Pay Gap data is presented at Institutional level only. The data indicates a mean variance of -6.8% and a median variance of -2.3% (a minus figure is in favour of minoritised ethnic employees).
 - IX. Disability Pay Gap data is also currently presented at Institutional level only. Data indicates a mean variance of 11.4% and a median of 10.7%, both in favour of employees who have not identified as disabled. Staff who preferred not to state whether they identified as disabled, or who did not provide a response at all, represent 18.3% of the total workforce. This means that of the equality characteristics measured at an institutional level (gender, disability and ethnicity), the Disability Pay Gap is the highest.
 - X. It is worth noting that Bangor University does not outsource its manual roles and continues to facilitate these positions in house (e.g. domestic cleaning staff, security, catering). All these roles are included within this Gender Pay Gap Report.

5. PROGRESS AND ACTION PLAN TO REDUCE THE GENDER, DISABILITY & ETHNICITY PAY GAPS

The **Gender Pay Gap, Disability Pay Gap and Ethnicity Pay Gap** are long-standing societal concerns, which is influenced by a number of factors relating 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 Advance HE's **Athena Swan** Gender Equality Charter and achieved a **Silver institution-level award** in January 2024 in recognition of our 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 Institutional Athena Swan Silver 5-year Action Plan.

The University is a member of the **Race Equality Charter (REC)** and achieved an **institutional-level Bronze award** in April 2025. The REC's mission is to improve the representation, experience, progression and success of black, Asian and minoritised ethnic staff and students within higher education. It provides a rigorous and robust framework through which institutions work to critically reflect and act on institutional and cultural barriers standing in the way of the progression and success of minoritised staff and students. Our institutional 5-year Race Action Plan commits to a range of intersectional activity to enhance the university's understanding of inequalities for staff and students and, eliminate the opportunities for racial and gender-based bias, and reduce inequalities in experience and outcomes for staff and students.

The University gained **Disability Confident level 2 'Employer'** accreditation in 2023, we continue with our aims of attracting and supporting disabled employees and we look forward to engaging with the revamped scheme during the Autumn of 2026.

As part of our Advance HE joint charter work going forward, the University will voluntarily carry out an intersectional pay gap analysis to explore if and where there are intersectional factors affecting pay gaps at an institutional level; using this to further enhance our Athena Swan and Race Equality work.

As supported by our data, it is evident that the primary influencing factor on the University's 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, and other, Pay Gaps. The University is committed to reducing its pay gaps, as we believe is evident by the range of initiatives currently in place or being implemented.

Inequality and less favourable treatment can occur at various stages of recruitment and employment; **below is our ongoing and future action plan to prevent or address those practices and disparities:**

	Where inequality might lead to pay gaps	Actions to remove inequalities and less favourable treatment
1	<p>Bias in job descriptions e.g. gendered language, overemphasis on qualifications more commonly achieved by certain groups, requiring skills that are not essential to the role that may exclude certain groups e.g. people with disabilities.</p>	<ul style="list-style-type: none"> • Continue to review our Recruitment & Selection Policy and Procedure and ensure all recruitments are overseen and checked by HR. • HR to continue to provide Recruitment & Selection training for staff. Consider making this training mandatory for all staff on shortlisting and interview panels. • Continue to review our job description templates ensuring they are free from biased language. Human Resources continues to check all adverts prior to posting. • Continue with the default position that all vacancies are advertised as ‘job share or part-time working applications welcomed’ unless justified in writing and agreed by the HR Officer prior to advertising. This is based on 38.5% of our employees working part-time in the 2023 – 2024 academic year and female staff saying the requirement to work full-time is a barrier to them applying for higher grade roles. • Investigate the use of positive action in recruitment for appropriate role i.e. where evidence demonstrates a lack of females in particular job families at certain grades.
2	<p>Where jobs are advertised: Advertising jobs through channels that are more likely to reach particular groups while excluding others.</p>	<ul style="list-style-type: none"> • HR Assistants to advise recruiting managers on where to advertise roles, ensure all vacancies advertised widely. Job Centre, jobs.ac.uk and the University’s own website are the default locations for advertising.
3	<p>While shortlisting applicants for interview e.g. biases favouring certain groups e.g. ‘white-sounding’ names, preferring traditional career paths or applicants from particular academic institutions, leading to equally capable applicants from different backgrounds being overlooked.</p>	<ul style="list-style-type: none"> • Continue to ensure, as per Policy, that all shortlisting is carried out by more than one person (with gender balance) and decisions are documented and checked by HR. • Where applicants are both male and female but the shortlist for interview comprises males only, HR to review the scoring with the recruiting managers. • Trial anonymous hiring for the recruitment to vacant roles within professional services departments. • Guaranteed interview scheme for applicants who identify as disabled and opt in to the scheme.
4	<p>The interview process: interviewers may hold biases, both conscious and unconscious.</p>	<ul style="list-style-type: none"> • Continue to require at least one member of the interview panel to be trained in Recruitment & Selection and all interviewers must have completed the mandatory online Unconscious Bias training.

		<ul style="list-style-type: none"> • Ensure recruiting managers use the agreed templates and adhere to the comprehensive guidance on the HR webpages.
5	<p>Starting salary: a lack of consistency in the starting salary offered can be a factor for different groups.</p>	<ul style="list-style-type: none"> • Ensure that all recruiting managers are aware of and adhere to the Starting Salary Policy. This requires the starting salary to be the minimum step of the advertised grade unless a marketing forces supplement is requested prior to the role being advertised, or in the event of an exceptional candidate, written justification for a higher starting salary is provided to the relevant HR Officer and agreed before the offer is made. Justification is based on previous relevant skills and experience. • Continue our commitment to paying the Real Living Wage.
6	<p>Induction and support to integrate: a lack of support, mentorship or resources can create a less welcoming work environment potentially impacting performance and career progression.</p>	<ul style="list-style-type: none"> • Continue to provide an in-person University Induction for all new employees, ensuring accessibility and that any other support is provided. • HR to continue to provide an induction pack for managers and guidance to support local inductions.
7	<p>Provision of training: training plays a crucial role in addressing and preventing inequality in the workplace by increasing awareness, promoting inclusive behaviours, and fostering a more equitable environment. It can also support employees to advance in their careers.</p>	<ul style="list-style-type: none"> • Promote and ensure that all staff complete the mandatory 'Unconscious Bias' training and 'Diversity in the Workplace' training. • Ensure all managers complete the 'Equality for Managers' workshop. • Continue to provide targeted training e.g. Stellar HE 'Strategic Development for Diverse Leaders' programme, Aurora Leadership Programme, Academic Mentoring Scheme, Bangor Manager's Programme, Welsh Universities Research Leadership Programme, Welsh Crucible. And assess whether these development programmes are self-selecting i.e. anyone can participate, or whether there is any kind of selection process. Where there is a selection process within Bangor University we will seek to vary and diversify who makes the decisions. • Promote and monitor participation in the new 'Introduction to Race Equality E-Learning modules' for all staff • Continue to participate in the UK-wide 'Technician Commitment', an initiative that "aims to ensure visibility, recognition, career development and sustainability for technicians working in higher education and research, across all disciplines."

8	<p>Career development and promotion: some staff may have less access to mentors or sponsors within the University, impacting their career growth opportunities and chances for advancement. Promotion decisions could be influenced by biases that favour individuals who are more similar to existing leaders.</p>	<ul style="list-style-type: none"> • Equality, Diversity, and Inclusion underpin all our promotion and progression procedures. We will review our promotion policies and procedures and other pay decisions, ensuring equality is reinforced at every opportunity. The promotions pathway is published and available to staff with clear requirements and provides a platform to measure performance and respond accordingly to applications from a diverse range of fields, across the University. • All promotion applications are overseen by a panel of people and managed by HR.
9	<p>Workplace culture and inclusion: including exclusion from informal networks can impact access to important information. The requirement for certain groups (often females) to undertake more 'soft skill' duties leaving less time to focus on outputs more likely to secure advancement.</p>	<ul style="list-style-type: none"> • During 2026 review the uptake and impact of our Dynamic Working Framework, introduced following the COVID 19 pandemic, to ensure all staff have equal access, as long as their role allows. • Continue to provide initiatives to promote staff wellbeing. • Continue to monitor and report numbers of requests for flexible working annually, including any declined. • Ensure parity of staff workloads using the Workload Allocation Model for academic staff. • To support our staff with caring responsibilities, we will continue to advocate best practice for formal meetings to be held between 10am and 4pm.
10	<p>Lack of organisational awareness of diversity and inclusion: acknowledging that different groups have different needs at different stages of their working lives e.g. flexible working, paid family-friendly leave, reasonable adjustment, menopause support, time for caring.</p>	<ul style="list-style-type: none"> • Continue to automatically approve the backfilling of any vacancies arising from maternity leave. • Continue to provide enhanced paid family-friendly leave e.g. maternity, carers leave etc. and continue to offer a suite of salary sacrifice schemes including the opportunity to buy additional leave. Continue to provide access to the University's Tir Na N'og nursery via salary sacrifice. • Continue to provide reasonable adjustments to support staff to perform and advance to the best of their ability. • 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. We also plan to train a network of menopause champions who can offer informed, localised support across the University. By embedding menopause awareness into induction and ongoing development, the University aims to create an environment where colleagues feel understood and supported at every stage of their working lives.

		<ul style="list-style-type: none"> • Assess the impact of the Carers Leave Policy introduced in 2024. • Continue to run the half-day in-person Induction sessions to draw new staff's attention to information about the University including EDI initiatives.
11	Hostile work environment including harassment or bullying.	<ul style="list-style-type: none"> • Continue to promote and raise awareness of our Dignity @ Work & Study Policy and the 'Report & Support' webpage where staff can report harassment anonymously or in a way that leads to support being provided to them. • During 2026 develop and launch training around our Dignity @ Work & Study Policy and new requirements relating to the prevention of sexual harassment as well as all types of harassment.
12	Exit interviews and staff leaving their employment at the University.	<ul style="list-style-type: none"> • HR continue to monitor the anonymous exit interview responses and identify any required interventions. • Continue to monitor and report the reasons why staff leave their employment at the University by equality characteristic and publish in the Annual Equality Report.

