

# Gender Pay Gap Report

## 2021-22

**Aberystwyth University is committed to developing and promoting equality and diversity in all our practices and activities, and we recognise that our staff are key to our success as an institution.**

Since 2017, higher education institutions and other large employers in England have been required by law to publish their gender pay gap figures. The figures show that our university gender pay gap is better than the UK-wide average but we recognise there is further work to be done. Listed below are the additional actions taken or being taken to address the disparity. It is important to note that the gender pay gap is not about equal pay for work at the same level or grade.

### What is equal pay?

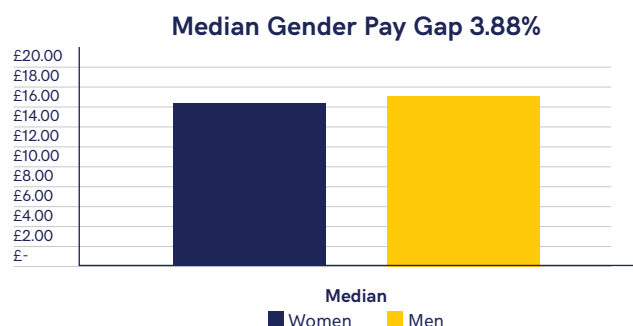
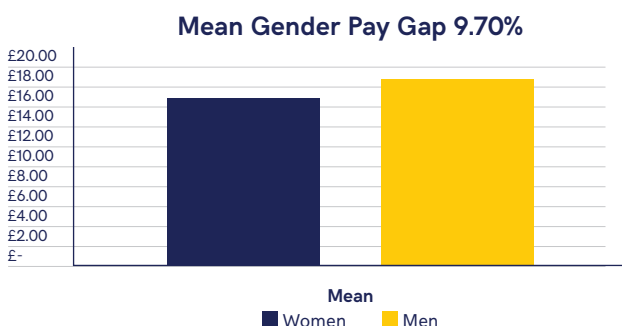
Equal pay looks at the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Aberystwyth University undertakes regular Equal Pay audits and has done so since 2006. The last formal audit (2021) concluded that there was no evidence of systemic pay discrimination and no pay gaps within the HERA grades.

### What is the gender pay gap?

The gender pay gap shows the difference in the average pay between all men and all women in the workforce. A gender pay gap can be created, for example, when more men than women are employed in senior roles or more women than men employed in lower grade jobs. Aberystwyth University's gender pay figures are based on the number of employees in March 2022, of which 53.2% were female and 46.8% were male. The total number of people employed in March 2022 was 1826.

### Does Aberystwyth University have a gender pay gap?

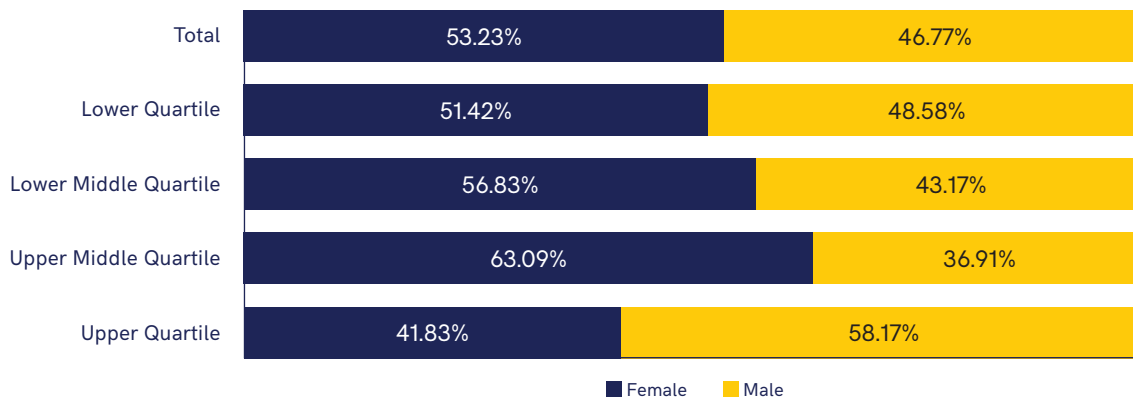
The mean and median gender pay gap based on an hourly rate of pay



## Proportion of males and females in each quartile of pay

Quartile	FEMALE	MALE	Total
Upper Quartile	192	267	459
Upper Middle Quartile	282	165	447
Lower Middle Quartile	262	199	461
Lower Quartile	236	223	459
<b>Total</b>	<b>972</b>	<b>854</b>	<b>1826</b>

### Gender % in Quartiles



The gender pay quartiles are assessed through ranking our full-pay relevant employees from highest to lowest paid, dividing them in to four equal parts ('quartiles') and then working out the percentage of males and females in each of the four parts.

In common with many Higher Education institutions, we have more male than females in senior roles; this creates a situation where we have a gender pay gap while having minimal issues in relation to equal pay.

- **The mean gender pay gap of 9.70%** (8.49% in 2021; 10.3% in 2020) is lower than the UK sector average of 14.8%.
- **The median gender pay gap of 3.88%** (3.75% in 2021; 8.7% in 2020) is lower than the UK sector average of 8.5% (AdvanceHE Higher Education Staff statistical report 2022).

This significant decrease in previous year was due to the Real Living Wage increasing, but the pay scales remaining the same. The majority of our staff's salaries hadn't changed, but the lower salaries had increased, which has had a shortening effect on the range of salaries paid.

A slight increase in the mean and median gender pay gap is due to variances across the four quartiles. In comparison to the previous Gender pay gap, the number of individuals in the quartiles, has seen an increase of males in the upper quartile (+27), while number of females has remained the same, and an increase of females in the lower quartile (+28) and number of males has remained the same.

## Bonus Pay Reporting

It includes all forms of bonus received in the 12-month period prior to the statutory snapshot date (1st April 2021 to 31st March 2022). The one-off bonus payments recognise exceptional performance and contribution to the University.

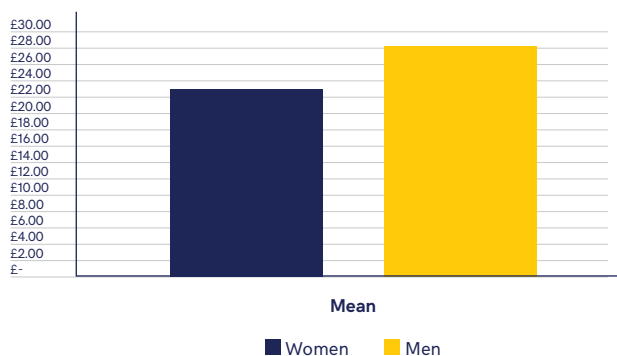
The mean and median bonus pay gap, and the proportions of females and males receiving a bonus payment:

Gender	Bonus Pay	Percentage
Female	27	55.10%
Male	22	44.90%
<b>Total</b>	<b>49</b>	

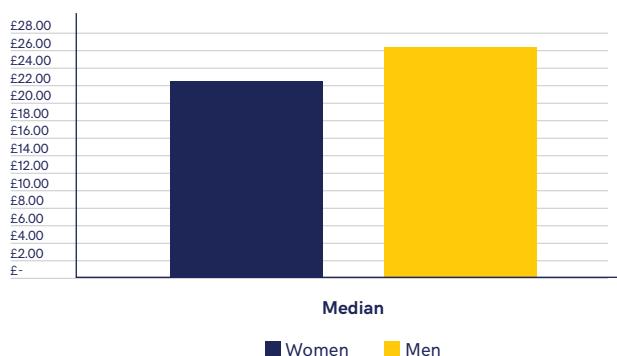
Gender	Female	Male	Difference
<b>Mean</b>	£23.12	£28.52	18.91%
<b>Median</b>	£22.68	£26.59	14.70%

Whilst the proportion of females receiving a bonus was higher than males, the University has a mean bonus pay gap (18.91%) and Median Bonus Pay gap (14.70%).

Mean Bonus Pay Gap 18.91%



Median Bonus Pay Gap 14.70%



## Working to close the gender pay gap at Aberystwyth University

Whilst we are pleased that our gender pay gap is below the UK-wide average, we recognise that there is still work to be done. Addressing the gender pay gap at more senior levels will take time, but we are working towards this goal. This is less about pay gaps within levels and more about the proportion of female in senior roles. The University's action plan to address the gender representation and pay gap includes:

### Actions Taken

- > Embedding a new Strategic Equality Plan 2020-2024 which has a particular focus on gender equality.
- > Continuing to review and modify academic promotions methodology and process to minimise gender inequality and encourage more applications from women.
- > Continue to use Executive search specialists to identify and attract female applicants for senior positions.

- > Limiting gender bias in internal and external recruitment process due to a e-recruiter applicant system with anonymised applications.
- > Offering an excellent suite of family friendly policies with inclusive language and maintaining an inclusive recruitment process.
- > A member of the University Executive taking responsibility for gender equality.
- > Developing and publishing a suite of positive action initiatives on job adverts to increase representation and diversify staff body.

- Progress by the Athena Swan Self- Assessment Team to look at gender equality at the University and preparation for Bronze award application.
- > Targeted career development through funded places on Aurora - Advance HE's leadership development initiative for women.
- > We will further analyse Research Excellence Framework (REF) 2021 data to identify any potential gender related issue for targeted support for women in research.