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# Ethnicity Pay Gap Report

## 2023-24

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**Aberystwyth University is committed to tackling racism and to being actively anti-racist. Racial inequality will not disappear without sustained efforts and action to challenge and eradicate racial discrimination and improving the experience of minority ethnic staff and students. While reporting is voluntary, we will now publish our Ethnicity Pay Gap alongside the Gender Pay Gap as part of our commitment to transparency, accountability as an inclusive workplace to understand where we need to take action and to monitor progress.**

We have used the government guidance that sets out a consistent approach to measuring pay differences between ethnic groups – and mirrors the approach set out in the guidance for gender pay gap reporting. Ethnicity pay reporting is, however, much more complex than gender pay reporting.

While gender pay analysis only involves a comparison between 2 groups, ethnicity pay analysis can potentially involve many more ethnic groups, depending on how ethnically diverse a workforce is. We are aware that grouping all staff from minority ethnic backgrounds together cannot fairly represent experiences of different ethnic groups, however the recommended minimum group size of 50 employees requires us to begin reporting with comparing Minority Ethnic, Prefer not to say, White and Unknown groups.

Aberystwyth University is preparing an application for a Race Equality Charter Bronze award in November 2024 that will include a 5-year action-plan that has been based, and evidenced, on a self-assessment using quantitative and qualitative analysis of institutional and cultural barriers standing in the way of minority ethnic staff and students.

## Our workforce

Aberystwyth University's ethnicity pay gap figures are based on the number of employees on the snapshot date of 31 March 2024 - with the total number of people employed as 1,934 (including casual workers) (2,025 in 2023). 87.2% of staff have declared their ethnicity and we will work to improve our data on a range of protected characteristics including ethnicity.

Ethnicity	No.	%
Unknown / Not declared	248	12.8%
Minority Ethnic	112	5.8%
Asian	53	2.7%
Black	19	1.0%
Mixed	14	0.7%
Other	26	1.3%
Prefer not to say	47	2.4%
White	1527	79.0%
Staff Total	1934	-

## Does Aberystwyth University have a ethnicity pay gap?

The mean and median ethnicity pay gap are based on an average hourly rate of pay for ethnic groups. The mean (average) is calculated by adding all the hourly rates of pay for each of the designated ethnic groups and dividing by the number in each ethnic group respectively. The median (middle) is calculated by ordering the hourly rates of pay for each ethnic group by value and finding the middle value in the respective hourly rate of pay list.

Aligned to the guidance, we present the mean and median for each ethnic group alongside a gap comparison against the white ethnic group.



*Note: As a real living wage employer, significant increases in the rate will have begun to have an impact during this reporting period – the rate will have been £10.20 (between April to July 2023) and then increased to £10.90 (from August 2023 to March 2024).*

## Understanding the gap?

A positive percentage figure reveals that typically, or overall, employees in the ethnic group have lower pay than employees who are in the white group. Our data shows that staff categorised as Minority ethnic, or who prefer not to say, have mean and median pay rates higher than those categorised as White.

98% of staff whose ethnicity is 'unknown/ Not declared' are in 'lower middle' and 'lower' quartile, which include casual workers, campus services workers and students on the AberWorks programme who typically have low electronic participation and self-declaration rates. Both the mean pay gap (39.1%) and median pay gap (41.5%) for this cohort demonstrates that this group have significantly lower pay compared to White ethnic group.

Median pay was lower than mean pay for the White ethnic group (£20.36 to £18.90), whereas minority ethnic (as a whole) did not fluctuate as much (£20.81 to £20.39). A small proportion of people in the White Ethnic Group with a higher hourly wage, will have positively skewed the data and lead to the mean being higher than the median.

A negative percentage figure reveals that typically, or overall, employees who are in the white ethnic group have lower pay than employees in the respective minority group.

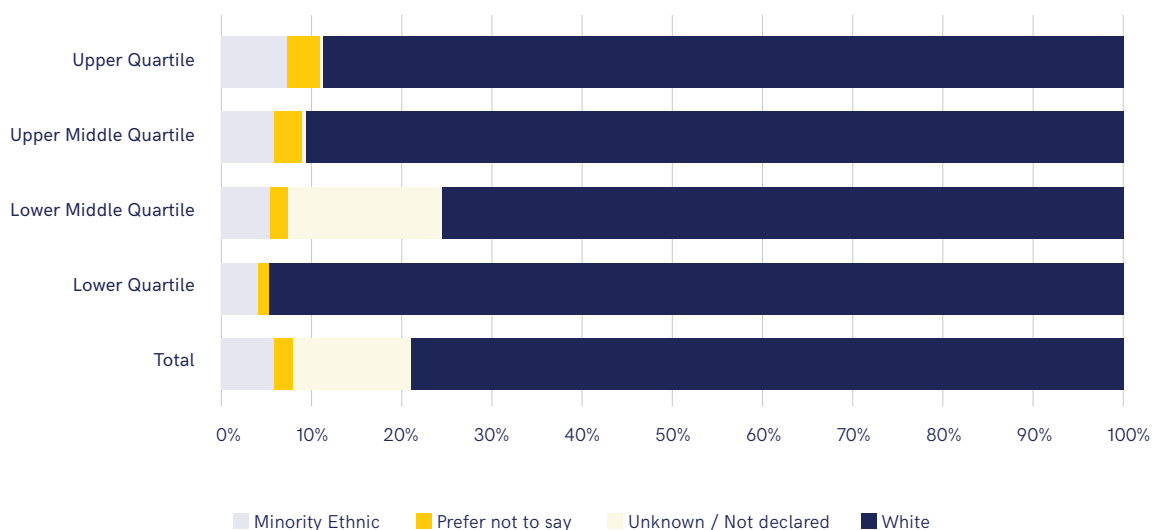
Minority Ethnic group has a -2.2% Mean Pay Gap and a -7.86% Median pay gap to the White Ethnic Group. This should be treated with some caution, given the proportion of unknown/not declared, but is generally a positive statistic.

## Pay Quartiles

The Ethnicity pay quartiles are assessed through listing our full-pay relevant employees from highest to lowest paid, dividing them into four equal groups ('quartiles') and then working out the number and percentage of staff from the ethnic groupings in each of the four groups. The proportion of staff in each quartile of pay, broken down by ethnicity:

Quartile	Minority Ethnic	Prefer not to say	White	Unknown / Not declared	Total
Upper Quartile	36	17	428	2	483
Upper Middle Quartile	29	15	438	2	484
Lower Middle Quartile	27	9	296	82	483
Lower Quartile	20	6	296	162	484
Total	112	47	1,527	248	1,934

Gender % in Quartiles



The proportion and number of minority ethnic staff in a quartile is highest in the upper quartile (7.5%) decreasing to its lowest in the Lower quartile. There is a number of staff who haven't declared their ethnicity 'Unknown / Not declared' (12.8%) which significantly impact values in 'Lower middle' and 'Lower' quartiles, and our work continues to encourage individuals to share their protected characteristics with us to enable better analysis in the future and the identification of areas requiring improvement.

# Gender Bonus Pay Reporting

The Individual Contribution Award (ICA) – awarded in July 2023 – is a one-off payment award that recognises exceptional performance and contribution to the University. The award payment is based on the difference between the individual’s spinal column point and the next spinal column point on the salary scale, (reporting for the 12-month period prior to the statutory snapshot date of 1st April 2023 to 31st March 2024).

- 4.5% of staff (123) received an ICA
- 6.4% of staff (118) who declared their ethnicity as white received an ICA
- 2.2% of staff (3) who declared their ethnicity as minority ethnic received an ICA
- 3.1% of staff (2) who preferred not to declare their ethnicity received an ICA
- 0% of staff who have not declared their ethnicity received an ICA

Aligned to the guidance, we present the mean and median for each ethnic group alongside a gap comparison against the white ethnic group. it is important to note this is in the context of low numbers of individuals receiving an award, and the low number of staff from a background other than White.



A higher proportion of staff who declare their ethnic group as White (6.4%) received an ICA payment in comparison to staff who declare their ethnic group as Minority Ethnic (3.3%). The average award payment was higher for staff who declare their ethnic group as White (£400.78) than staff who declare their ethnic group as Minority Ethnic (£200), resulting in a mean gap of 50.1%, while having a Median gap of 0%.

## Actions Taken

Established a Race Action Group to lead the self-assessment for a Race Equality Charter Bronze Award application - that was driven by the staff and student Culture Survey in February and March 2023 to assess our culture and identify key race equality challenges to inform future priority actions.

Appointment of a Race Equality Officer.

Limiting racial bias in internal and external recruitment process with anonymised applications during shortlisting.

Use of positive action statement on all job adverts and recruitment material.

Established an EDI Strategic Oversight Group to include the member of the University Executive taking responsibility for race and ethnicity - with formal reporting route and membership for all staff networks.

Introduced a new 'Let's talk about Race in the Workplace' e-learning for all staff.

Introduced new elective training for staff on 'Race/Cultural Awareness', 'Microaggressions' and 'Being an active Bystander'.

Regular meetings of the Black, Asian and Minority Ethnic staff network.

## Future Actions

Prepare and submit an application with an associated 5-year action plan for the **Race Equality Charter Bronze Award**. This will outline the plan, actions, owners and timeframe to advance Race Equality and our steps towards being actively anti-racist.