

Gender Pay Gap Report

2023-24

Aberystwyth University is committed to developing and promoting equality, diversity and inclusion in all our practices and activities, and we recognise that our staff are key to our success as an institution. Our Gender Pay Gap Report forms part of our commitment to transparency, accountability, and an inclusive workplace where everyone is treated fairly and equitably.

This report shows that the university gender pay gap is better than the UK and Wales Higher Education sector averages, but we recognise there is further work to be done. During this reporting period the University achieved an **Athena Swan Charter Bronze award** with a **5-year action plan** to address areas of under-representation and to advance gender equality.

What is the gender pay gap?

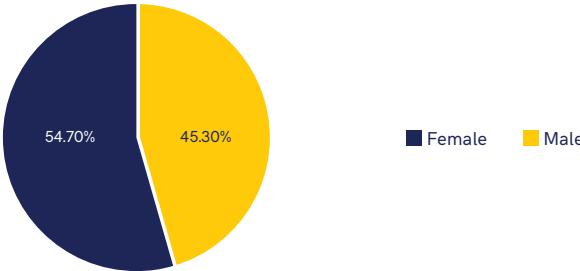
The **gender pay gap** is a snapshot of pay and shows the difference in the average pay between females and males in the workforce. A gender pay gap can be created, for example, when more males than females are employed in senior roles or more females than males employed in lower grade jobs.

Equal pay looks at the pay differences between males and females 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.

Our workforce

Aberystwyth University's gender pay figures are based on the number of employees on the snapshot date of 31 March 2024, of which 54.7% were female (54.8%, 2023) and 45.3% were male (45.2%, 2023), with the total number of people employed as 1,934 (including casual workers) (compared with 2,025 in 2023).

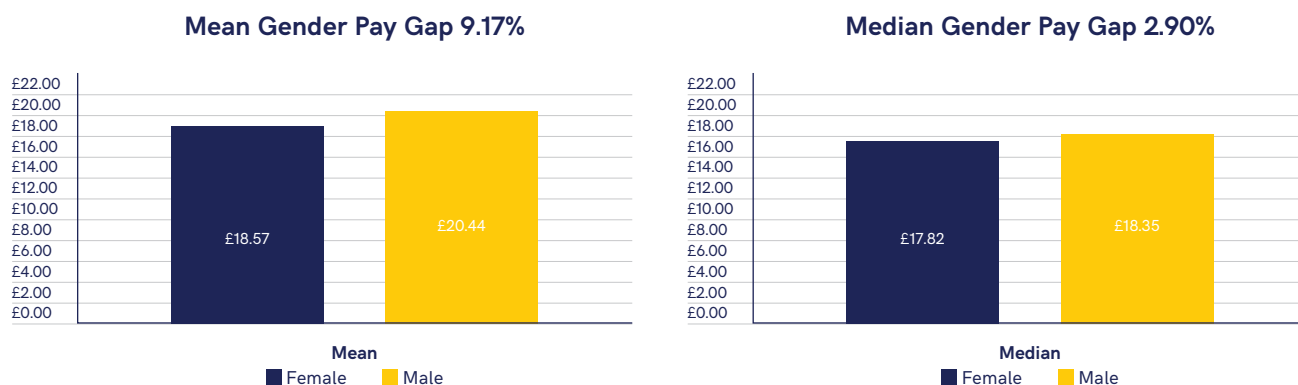
The data below is produced in line with statutory requirements for GPG. This report is compiled using data on our employees' legal sex and acknowledge that this does not present an accurate record of gender for many trans and non-binary people.



This report also includes the University's AberWorks programme, which offers opportunities for students who wish to earn while they learn. This is an important part of the University workforce, undertaking roles in areas such as hospitality, facilities, administration, and student ambassador roles during university open days - earning the real-living wage. Students can choose to work up to 15 hours per week, with additional hours available during term-time and holiday periods.

Does Aberystwyth University have a gender pay gap?

The mean and median gender pay gap are based on an average hourly rate of pay for females and males. The mean (average) is calculated by adding all the hourly rates of pay for females/ males and dividing by the number of females/ males respectively. The median (middle) is calculated by ordering the hourly rates of pay for female/ male by value and finding the middle value in the respective hourly rate of pay list.



What are the changes?

- **The mean gender pay gap has decreased to 9.17% (from 11.39% in 2023)** and is lower than the UK Higher Education sector average of 13.7% (from 14.28% in 2023), and Wales Higher Education Sector of 12.8%.*
- **The median gender pay gap has decreased to 2.9% (from 6.75% in 2023)** and is lower than the UK Higher Education sector average of 9.0% (from 8.5% in 2023), and Wales Higher Education Sector of 8.4% (from 13.7% in 2023).*

*AdvanceHE Higher Education Staff statistical report 2024.

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).

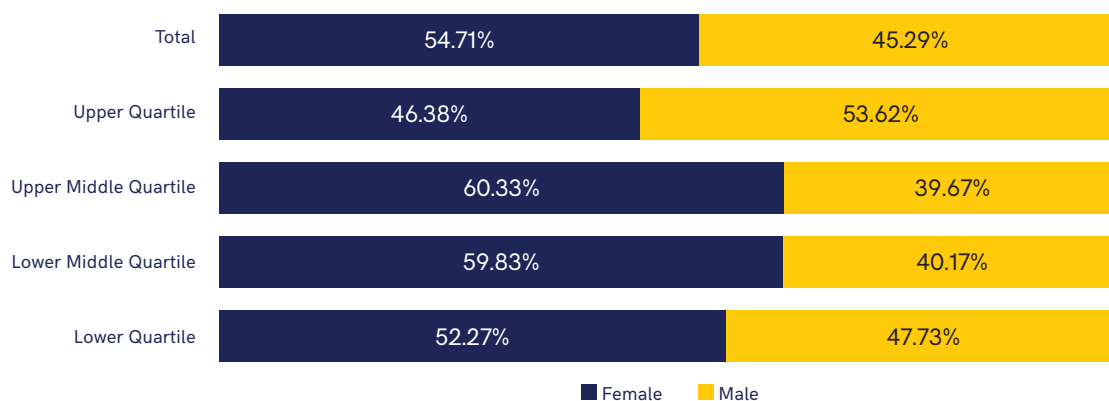
Pay Quartiles

In common with many Higher Education institutions, we have more males than females in senior roles; this creates a situation where we have a gender pay gap.

The gender 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 females and males in each of the four groups. The proportion of females and males in each quartile of pay:

Quartile	Female	Male	Total
Upper Quartile	224	259	483
Upper Middle Quartile	292	192	484
Lower Middle Quartile	289	194	483
Lower Quartile	253	231	484
Total	1,058	876	1,934

Gender % in Quartiles



The proportion of females in the upper quartile has increased to 46.4% (from 45.1% in 2023), while the proportion of females in the upper middle pay quartile has remained relatively static on 60.3% (from 60.5% in 2023). The lower quartile has seen an increase in the proportion of males who now represent 47.7% of the quartile (43.8% in 2023), whereby lower middle quartile has seen the proportion of males decrease to 40.2% (from 42.5% in 2023).

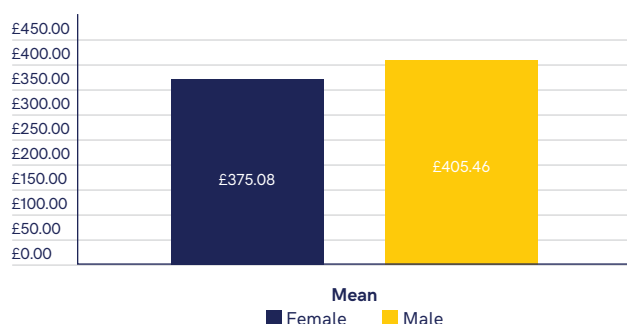
These trends across the four quartiles and the closing of the proportion gap in the upper quartile is having a positive impact on the underlying gender pay gap. This is also reflected in the increasing proportion of females staff in Grade 9 roles and above, increasing from 29.9% in 2020 to 36.7% in 2024.

Gender Bonus Pay Reporting

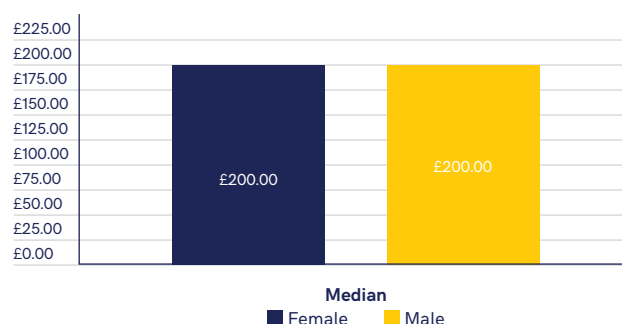
The Individual Contribution Award (ICA) - awarded in July 2023 - is a one-off payment award that recognises exceptional performance and contribution to the University. The award payment is based on the difference between the individual's spinal column point and the next spinal column point on the salary 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
- 3.3% of female staff (52) received an ICA
- 6.0% of male staff (71) received an ICA

Mean Bonus Pay Gap 7.5%



Median Gender Pay Gap 0%



A higher proportion of males (6.0%) received an ICA in comparison to females (3.3%). The average ICA payment was higher for males (£405.46) than females (£375.08), resulting in a mean gap of 7.5%, while having a Median gap of 0%.

Working to close the gender pay gap at Aberystwyth University

We recognise that there is still work to be done despite our gender pay gap being better than the UK and Wales HE sector averages. Addressing the proportion of females in senior roles will take time, but this report is evidence that we are making progress towards this goal. The university's Athena Swan Charter Bronze action plan has outlined 6 key priority areas to address gender representation and equality with associated actions, owners and delivery timeline. Recent completed actions include:

Actions Taken

Undertook an Athena Swan Culture Survey in May 2022 to assess our culture and identify key gender equality challenges to inform future priority actions.

Positive action statements to encourage more applications from females and the review of academic promotions methodology and application process to minimise gender inequality.

The use of Executive search specialists for senior positions with a proven track record to identify and attract diverse applicant pool, including impact on gender diversity in senior roles.

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

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

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

Promotion and participation from university staff in the Aurora programme - Advance HE's leadership development initiative for women.

To promote a flexible workforce, the University considers applications from individuals seeking full time, part time, job share, or term time only working arrangements.

Future Actions

Athena Swan Charter Bronze Award 5-year action plan outlines our plan, actions, owners and timeframe, which includes:

To establish, and approve formal Terms of Reference (ToR) for the Women in Research Network (WiRN).

Establish an Athena Swan Implementation Group to monitor 5-year action plan, review progress and propose future initiatives to advance gender equality plans.

Develop a Communication Plan to support and recognise the intersectional nature of EDI activity (including gender).

Review and evaluate Workload Allocation and Management Model (WAMM) data to support academic staff.

Re-introduce a formal mentor network for female staff and monitor participation rate with an aim to support career progression

Create a specific track/ workshop on the academic promotion process to support female staff who want to apply

Publish staff profiles to champion and celebrate diversity in job roles - particularly promoting gender diversity in senior roles.

To assess the impact of flexible and hybrid working arrangements.