

# Ethnicity Pay Gap Report

2024-25

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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 groups as 'Minority Ethnic', 'White', 'Prefer not to say' and where it is 'Unknown'.

This report shows that the university ethnicity pay gap is below the UK and Wales Higher Education sector averages. During this reporting period the University achieved a [Race Equality Charter Bronze Award](#) with a [5-year action plan](#) to address areas of under-representation and to advance race equality.

### Our workforce

Aberystwyth University's ethnicity pay gap figures are based on the number of employees on the snapshot date of 31 March 2025 - with the total number of people employed as 1,782 (including casual workers) (1,934 in 2024; 2,025 in 2023). 93.3 (87.2% in 2024) of staff have declared their ethnicity and our work continue to improve our data on a range of protected characteristics including ethnicity.

Ethnicity	No.	%
<b>Minority Ethnic</b>	127	7.1% (5.8% in 2024)
<i>Asian</i>	61	3.4% (2.7% in 2024)
<i>Black</i>	25	1.4% (1.0% in 2024)
<i>Mixed</i>	16	0.9% (0.7% in 2024)
<i>Other</i>	25	1.4% (1.3% in 2024)
<b>Prefer not to say</b>	45	2.5% (2.4% in 2024)
<b>Unknown / Not declared</b>	120	6.7% (12.8% in 2024)
<b>White</b>	1,490	83.6% (79.0% in 2024)
<b>Staff Total</b>	1,782	-

## 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.



## Understanding the gap?

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

Median pay was lower than mean pay for both the White ethnic group (£21.68 to £19.55) and minority ethnic group (£20.74 to £18.57). This would indicate that a small proportion of people in both comparative groups with a higher hourly wage, which will positively skew the data and lead to the mean being higher than the median.

- **The mean ethnicity pay gap is 4.34%** and is higher than the UK Higher Education sector average of 0.6%, and Wales Higher Education Sector of -8.7%.\*
- **The median ethnicity pay gap is 5.01%** and is higher than the UK Higher Education sector average of 0.0%, and Wales Higher Education Sector of -9.2%.\*

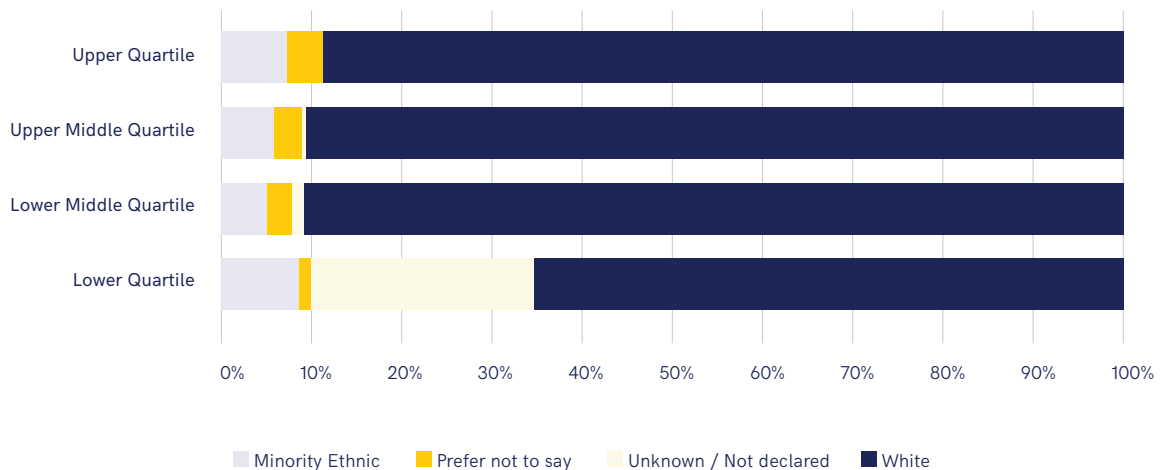
These should be treated with some caution, given the proportion of unknown/not declared (6.7% of staff).

## 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	34	16	395	0	445
Upper Middle Quartile	29	12	404	1	446
Lower Middle Quartile	26	12	204	4	446
Lower Quartile	38	5	287	115	445
<b>Total</b>	<b>127</b>	<b>45</b>	<b>1,490</b>	<b>120</b>	<b>1,782</b>

Ethnic Group % in Quartiles



The proportion and number of minority ethnic staff is relatively evenly distributed across the quartiles but show the highest in the lower quartile (8.5%), followed by Upper quartile (7.6%).

There is a significant proportion of employees with unknown or undeclared ethnicity (6.7%), and concentrated in the lower quartile, which limits full confidence in conclusions. Our work continues to encourage individuals to share their protected characteristics with us to enable better analysis in the future and improved view of the representation in the Lower quartile.

Minority Ethnic staff (127, 7.1%) represent a small proportion of the workforce, the analysis is more sensitive to small changes (i.e. a few appointments, promotions, or leavers can materially shift results). This limits the statistical robustness of comparisons with White staff, and while an important indicator, means trends should be interpreted with caution, particularly at individual quartile level.

## Ethnicity Bonus Pay Reporting

No bonuses were paid during the period covered by this ethnicity pay gap report.

## Actions Taken

Established a Race Action Group who guided the application leading to the University's Race Equality Charter Bronze Award, and will now lead the delivery of its' 5-year action plan – its' Chair being a member of University Executive with responsibility for Race Equality.

Race Action Group have a formal reporting route to the EDI Strategic Oversight Group – who oversee our community approach to EDI with an intersectionality lens and membership that includes representation from Athena Swan Implementation Group and our staff networks.

Use of positive action statement on all job adverts and recruitment material to encourage more applications from minority ethnic candidates for all vacancies.

Continued support and use of executive search specialists for senior positions with a proven track record to identify and attract diverse applicant pool.

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

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

[Race Equality Charter Bronze Award 5-year action plan](#) outlines our plan, actions, owners and timeframe, which includes the following priority areas:

**Embed an anti-racist culture – results indicate that purposeful action is needed across PAU to reinforce and support its commitment to being actively anti-racist.**

Address the lack of awareness, particularly of race equality, cultural differences and REC and continued commitment to training and development.

Build trust and confidence in reporting incidents and systems.

Build on local-level best practice to create a university-wide approach to diversifying and decolonising pedagogical practices and embed an inclusive Research Culture and Environment.

Support conversations around race and faith in local community.

**Increase the ethnic diversity of staff, students and decision-making groups – PAU falls behind sector benchmarks for ethnic diversity.**

Scrutinise barriers that exist in the recruitment and selection, identifying best practice to address low proportion of ME candidates at each recruitment stage.

Examine barriers to recruitment and continuation of students across study schemes.

Disproportionate whiteness of key decision-making group members.

**Support the progression, retention and achievement of ME staff and students by:**

Acknowledge the systemic barriers and the lived experience and trauma of ME staff and students – racially inclusive support service.

Underrepresentation of ME staff in senior grades and roles – barriers to career progression in PS that provides an equitable approach to develop and support talent pipeline and progression pathways.

Consider role models and support required for ME students to complete their courses and achieve 'good degrees' – reduce ME awarding gap.

Developing a coordinated approach to welcome and support new students and staff.

Using employee engagement strategies promote racial inclusion and a sense of belonging.

Publish ethnicity pay gap data.

**Improve collection, analysis, and availability of ethnicity data to inform decision-making:**

Bring consistency to ethnic group data mapping across PAU.

Improve self-declaration rates to address the lack of data and analysis.

Improve data collection and reporting on staff recruitment and student lifecycle, reporting intersectional analysis to appropriate committees and decision-making groups.

Making ethnicity data available for analysis for student awarding and for staff reward and recognition programmes.