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# Gender Pay Gap Report

2024-25

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**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.

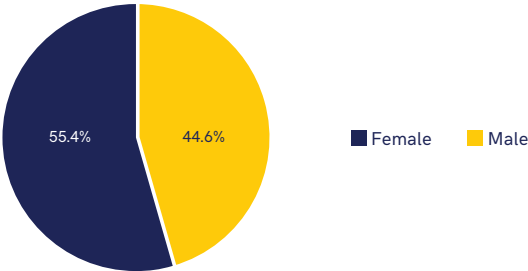
**Equal pay** looks at the pay differences between males and females who carry out the same jobs, similar jobs or work of equal value. Aberystwyth University undertakes regular Equal Pay audits and has done so since 2006. The last formal audit (2021) concluded that there was no evidence of systemic pay discrimination and no pay gaps within the HERA grades, with the next audit planned for the 2026-27 academic year.

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### Our workforce

Aberystwyth University’s gender pay figures are based on the number of employees on the snapshot date of 31 March 2025, of which 55.4% were women (54.7%, 2024) and 44.6% were men (45.3%, 2024), with the total number of people employed as 1,782 (including casual workers) (1,934 in 2024).

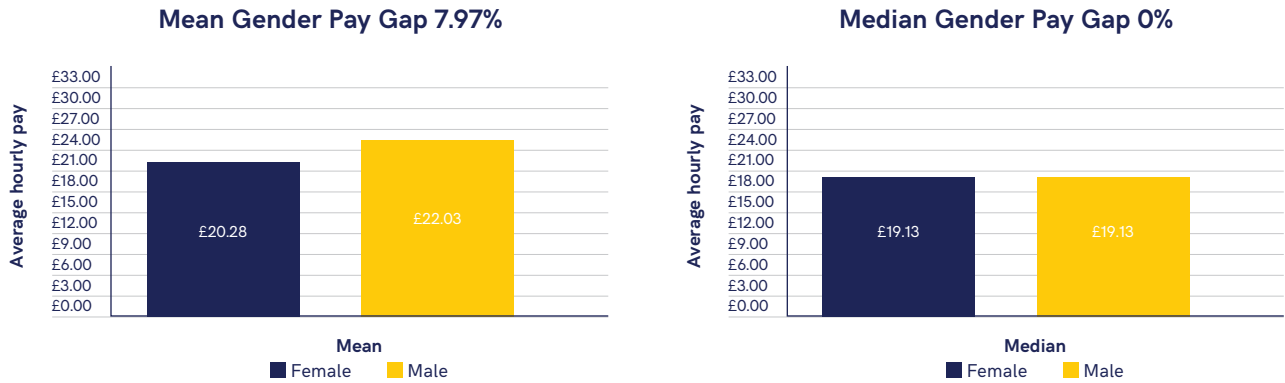
The data below is produced in line with statutory requirements for GPG. This report is compiled using data on our employees’ legal sex and acknowledge that this does not present an accurate record of gender for many trans and non-binary people. We will continue to review and monitor disclosure rates to capture gender identity data to enable us to report in the way our people identify.



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 workforce for the University, 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 options 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 7.97% (9.17% in 2024; 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 0% (2.9% in 2024; 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.](#)

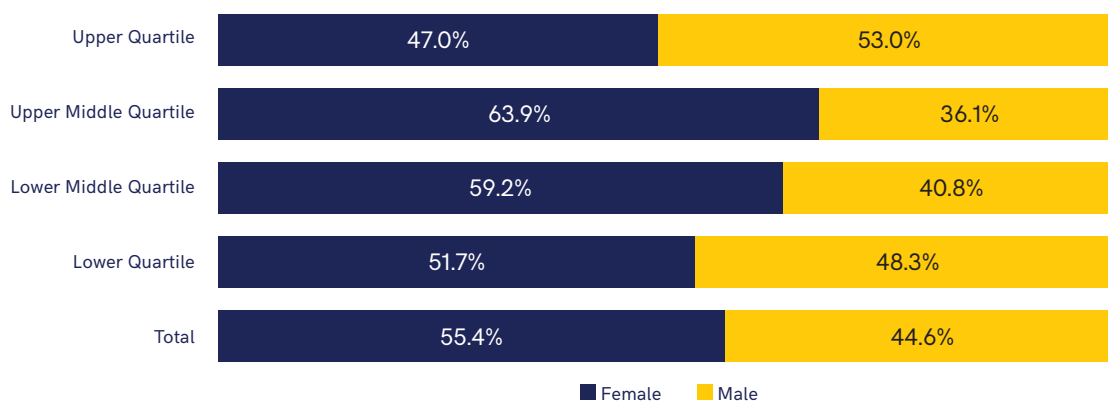
## Pay Quartiles

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	209	236	445
Upper Middle Quartile	285	161	446
Lower Middle Quartile	264	182	446
Lower Quartile	230	215	445
<b>Total</b>	<b>988</b>	<b>794</b>	<b>1,782</b>

### % of men and women in each hourly pay quarter



The proportion of women in the upper quartile has increased to 47% (from 46.4 in 2024; 45.1% in 2023), alongside an increase in the proportion of women in the upper middle pay quartile to 63.9% (from 60.3% in 2024; 60.5% in 2023).

The lower quartile has seen an increase in the proportion of men who now represent 48.3% of the quartile (from 47.7% in 2024; 43.8% in 2023), alongside an increase in proportion of men in lower middle quartile to 40.8% (from 40.2% in 2024; 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 reflected when looking at representation in pay grades, where women in Grade 7 and above are 50.7% (49.4% in 2023-24); Grade 8 and above are 46.2% (43.9% in 2023-24); Grade 9 and above are 41.5% (36.5% in 2023-24). As per annual equality report, also when recruiting to our management and senior level roles (grade 7 and above), 50.5% (37% in 2023-24; 44% in 2022-23) of our applicants were female, and 65.7% (50.4% in 2023-24; 54.1% in 2022-23) of our appointed candidates were female.

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## Gender Bonus Pay Reporting

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

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## 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

Established an Athena Swan Implementation Group (AISG) to lead the delivery of the University's Athena Swan Bronze award 5-year action plan - with its Chair being a member of University Executive with responsibility for gender equality.

AISG have a formal reporting route to the EDI Strategic Oversight Group - who oversee our community approach to EDI with an intersectionality lens having membership from Race Action Group and our staff networks.

Department of Computer Science were awarded the Athena Swan Department Bronze Award for their work and plans to advance gender equality.

Established and approved a formal Terms of Reference (ToR) for the Women in Research Network (WiRN), with membership and reporting route to Research and Innovation Committee.

Use of positive action statement on all job adverts and recruitment material to encourage more applications from women 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.

Regular meetings of the LGBTQ+ Staff Network, Menopause Support Group and WiRN

Initial review of academic promotions methodology and application process to minimise gender inequality, with ongoing commitment to review prior to every future promotion round.

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

Aim for recruitment panels to be gender balanced, and all panel members to have completed Diversity in the Workplace; Unconscious Bias and Let's talk about Race in the Workplace training.

Promotion and the participation of 7 female staff in the Aurora programme 2024-2025 - 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.

WiRN developed and delivered the Aberystwyth University Visibility Awards, annual awards to celebrate International Women's Day to recognise women and non-binary members of staff for their contribution to research at the university.

### Future Actions

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

Continue to promote, recognise, celebrate and mark key days and periods that advance gender equality and intersectionality as part of our Inclusion and wellbeing calendar, such as International Women's Day, LGBTQ+ History Day, Black History Month.

Refresh the induction process and activities to support the onboarding of new employees, to include, the signposting to staff groups and networks, health and wellbeing support and mentorship.

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

Re-introduce a university mentor network for staff and monitor participation rate and connections (including by sex) with an aim to support induction and career progression

Develop guidance for all staff on Academic Promotion process, and additionally create targeted workshops on the academic promotion criteria and process to encourage and 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.