

# Gender Pay Gap Recording

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 below 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 (April 2015) concluded that there was no evidence of systemic pay discrimination and no pay gaps within the HERA grades. However, there was a pay gap of 8.68% at Professorial level, which is being addressed. We will be undertaking the next equal pay review in April 2021.

## What is the gender pay gap?

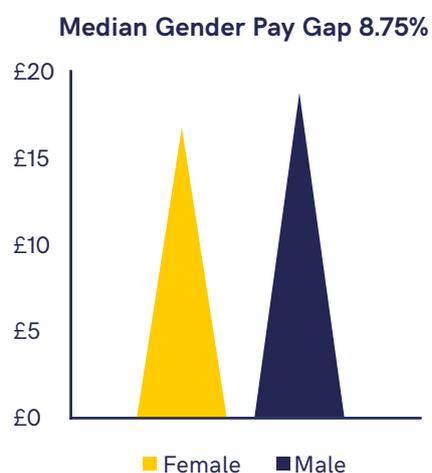
The gender pay gap shows the difference in the average pay between men and women in the workforce. A gender pay gap can be created, for example, when more men than women are employed in senior roles or more women than men employed in lower grade jobs.

Aberystwyth University's gender pay figures are based on the number of employees in March 2020, of which 53.2% were female and 46.8% were male. The total number of people employed in March 2020 was 1789.

## Does Aberystwyth University have a gender pay gap?

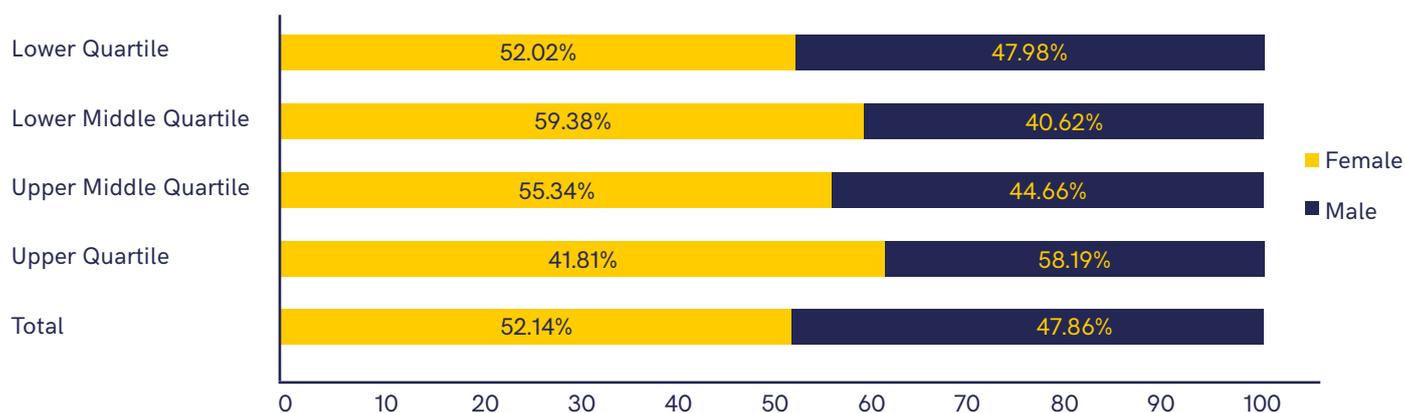


The mean pay gap is the difference between the average hourly earnings of men and women.



The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women.

## Proportion of men and women in each quartile of pay



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 men and women in each of the four parts.

In common with many Higher Education institutions, we have more men than women 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 10.39% (11.5% 2019) is lower than the UK sector average of 16.1%; the median gender pay gap of 8.75% (10.3% 2019) is lower than the UK sector average of 13.7% (Advance HE data 2020). The relatively big drop in the median figure is likely due to us recruiting a higher than usual portion of female staff members in associate lecturer, part time teacher and administration roles which have led to more females occupying the two middle quartiles.

## Bonus Pay Reporting

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

## 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 senior levels will take time, but we are working towards this goal. The University's action plan to address the gender pay gap and to support equality for all genders includes:

### Actions Taken

Embedding a new Strategic Equality Plan 2020-2024 which has a particular focus on gender equality

Re-designed academic promotions methodology and process to minimise gender inequality

Limited gender bias in internal and external recruitment due to a e-recruiter applicant system with anonymised applications

Offering an excellent suite of family-friendly policies with gender neutral language to limit expectations around gender stereotyping

Successfully launched a Female Academic Mentoring Programme with 28 mentees and 28 mentors all trained and matched and now in mentoring relationships

Launched the pilot of the Women in Universities Mentoring Scheme in partnership with USW with approx. 70 colleagues signed up between both institutions and now in contact

Offering 5 female academics places on the Aurora leadership development initiative for women

A member of the University Executive has taken responsibility for gender

Developed and published a suite of positive action initiatives on job adverts to increase representation and diversify staff body

Started the 'Step aside' scheme whereby male colleagues with supplementary roles step aside and allow under represented colleagues to take these roles on for a fixed period

Held regular meetings for the Women in Research Network