
Gender Pay Gap Report

2022-23

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.

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 was working through its self-assessment for an Athena Swan Charter Bronze award application with the development of a 5-year action plan to address areas of under-representation and to advance gender equality. Listed below are the additional actions taken or being taken to address the disparity.

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 (2021) concluded that there was no evidence of systemic pay discrimination and no pay gaps within the HERA grades.

What is the gender pay gap?

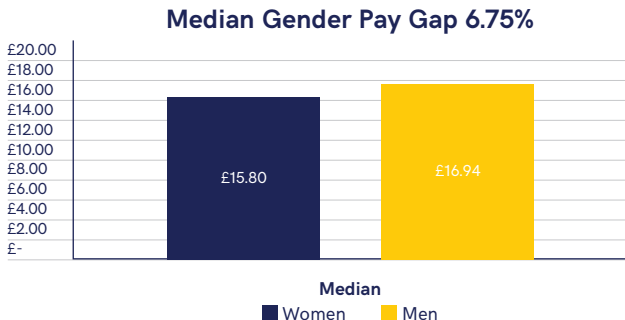
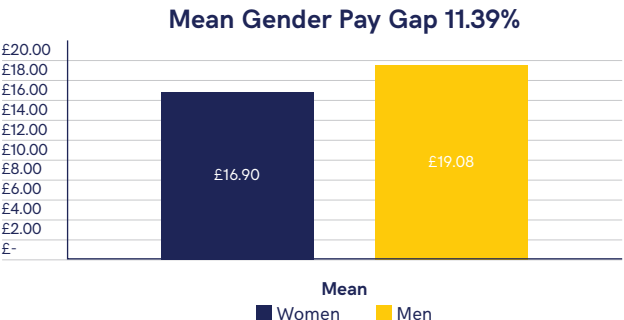
The gender pay gap is a snapshot of pay and shows the difference in the average pay between men and women in the workforce. A gender pay gap can be created, for example, when more men than women are employed in senior roles or more women than men employed in lower grade jobs.

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

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 women and men. The mean (average) is calculated by adding all the hourly rates of pay for men/women and dividing by the number of men/women respectively. The median (middle) is calculated by ordering the hourly rates of pay for men/women by value and finding the middle value in the respective hourly rate of pay list.



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 11.39%** (8% in 2022) is lower than the UK Higher Education sector average of 14.28%, and Welsh Higher Education Sector of 13.7%*.
- **The median gender pay gap of 6.75%** (5% in 2022) is lower than the UK Higher Education sector average of 8.5%, and Welsh Higher Education Sector of 13.7%*.

*AdvanceHE Higher Education Staff statistical report 2023.

If the AberWorks programme is excluded the University's mean pay gap is 8.9% and median pay gap is 3.4%.

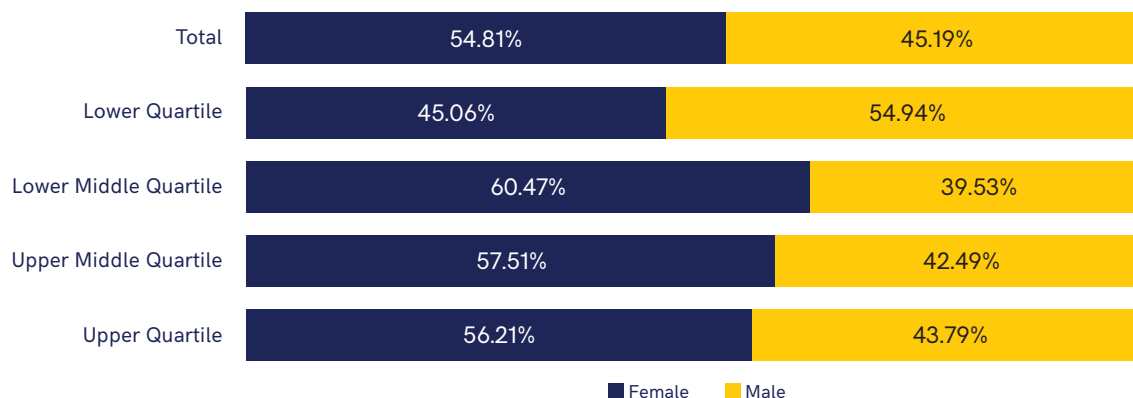
Reviewing the underlying causes of this change in the mean and median from the previous year shows an increase of 181 AberWorkers, who are predominantly (66%) women. The number of academic promotions taking effect from previous year (of 30 staff members, 11 were women, 19 men), along with an increase in the number of men in the upper pay quartile.

Pay Quartiles

The gender pay quartiles are assessed through listing our full-pay relevant employees from highest to lowest paid, dividing them in to four equal parts ('quartiles') and then working out the number and percentage of women and men in each of the four parts. The Proportion of men and women in each quartile of pay:

Quartile	Female	Male	Total
Upper Quartile	228	278	506
Upper Middle Quartile	306	200	506
Lower Middle Quartile	291	215	506
Lower Quartile	285	222	507
Total	1,110	915	2,025

Gender % in Quartiles



The number of women in the upper quartile has decreased in the past year, with the percentage dropping to 45.1% (from 48.9% in 2022), while the proportion of women in the upper middle pay quartile has been steadily increasing in recent years'. The upper middle quartile has seen a rise from 58.2% in 2022 to 60.5% in 2023. The lower quartile has seen an increase in the number of women and a reduction in the number of men, with women now representing 56.2% of the quartile (52.1% in 2022). These trends across the four quartiles are having a negative impact on the underlying gender pay gap and continue to highlight the under representation of women in senior roles.

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

We recognise that there is still work to be done despite our gender pay gap being below the UK-wide average. Addressing the gender pay gap at more senior levels will take time, but we are working towards this goal. This is less about pay gaps within levels and more about the proportion of female in senior roles. The University is working towards an Athena Swan Charter Bronze application and its' associated action plan by May 2023 to address gender representation and equality. 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.

Athena Swan Self-Assessment Team made progress to apply for an Athena Swan Charter Bronze Award by May 2023.

Continue to review academic promotions methodology and application process to minimise gender inequality and encourage more applications from women.

Continue to use Executive search specialists for senior positions to identify and attract more applications from women.

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

Unconscious Bias training and guidance for all Interview panel members.

Aim for recruitment panels to be gender balanced.

Established an EDI Strategic Oversight Group to include the member of the University Executive taking responsibility for gender equality.

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

Promotion and participation on Aurora - 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.