

University of Wales Trinity Saint David

Gender Pay Gap Report

31 March 2024

Published March 2025

Background

1. The University of Wales Trinity Saint David is committed to being a university that understands its staff and student community and reflects this understanding in our values, culture and activities. We are further committed to a working environment and a learning community where everyone feels safe, valued and has an opportunity to achieve their potential.
2. Welsh providers of higher education are listed bodies in the Equality Act 2010 and (Statutory Duties) (Wales) Regulations 2011. The specific duties in respect of pay differences are to:
 - achieve better and more equitable pay outcomes for all groups of people who share protected characteristics
 - encourage transparency on any differences in pay for people who have a protected characteristic and those who do not
 - specifically prompt actions to address pay gaps between men and women.
3. Medr (formerly HEFCW) published an updated circular in 2023 to support consistency in pay difference reporting. The circular sets out specific actions Welsh Government and/or Medr expects universities to take, including as they relate to the Welsh Government's Anti-Racist Wales Action Plan and LGBTQ+ Wales Action Plan by when actions must be completed and progress reported to Medr. The University has included actions to strengthen pay gap reporting in its 2024-2028 Strategic Equality Plan.

Gender Pay Gap

4. This is the seventh Gender Pay Gap report for University of Wales Trinity Saint David and recognises the importance of fairness and transparency in relation to its pay arrangements for staff and its responsibilities to ensure equal pay for work of equal value.
5. The gender pay gap shows the average difference between the earnings of women and men.
6. It is important to distinguish the existence of a gender pay gap from the concept of equal pay – equal pay issues arise if there is a difference between men and women's earnings for performing the same or similar work.
7. The data below relates to data at the snapshot date of 31 March 2024 and has been calculated in accordance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 guidance. The snapshot is based on pay in the "pay period" within which the "relevant date" falls. The relevant date is 5 April annually, however for public bodies the date is 31 March. As the University pays its staff monthly this would therefore be the March pay. Staff paid a reduced rate on the snapshot date (e.g., reduced maternity leave, sick leave) is excluded. The pay gap is calculated after any salary sacrifice is made.

Terms Explained

The mean and median are measures of central tendency within data sets, used as an industry standard to analyse pay gaps

Mean

The mean is the average of a set of numbers. It is calculated by adding up all the values in a data set, and then dividing by the total number of values.

Median

The median is calculated by ordering all of the values in a data set from lowest to highest and identifying the middle value.

8. Comparison: Mean hourly wages (Female: Male)

Finding: When comparing mean hourly wages at UWTSD, women's mean hourly wage is 5.5% lower than men's and their median hourly wage is 2.9% lower than men's. Figure 2 shows that the mean hourly wage has been on a downward trend since 31/03/2019 which was reported as 9.7%, a decrease of 4.2% in the last 5 years. The median hourly wage difference is 2.9%, which has remained steady for the last three years.

Gender Pay Gap	Mean hourly wage difference	Median hourly wage difference
University of Wales Trinity Saint David	5.5%	2.9%

Figure 1: Source Internal HR system

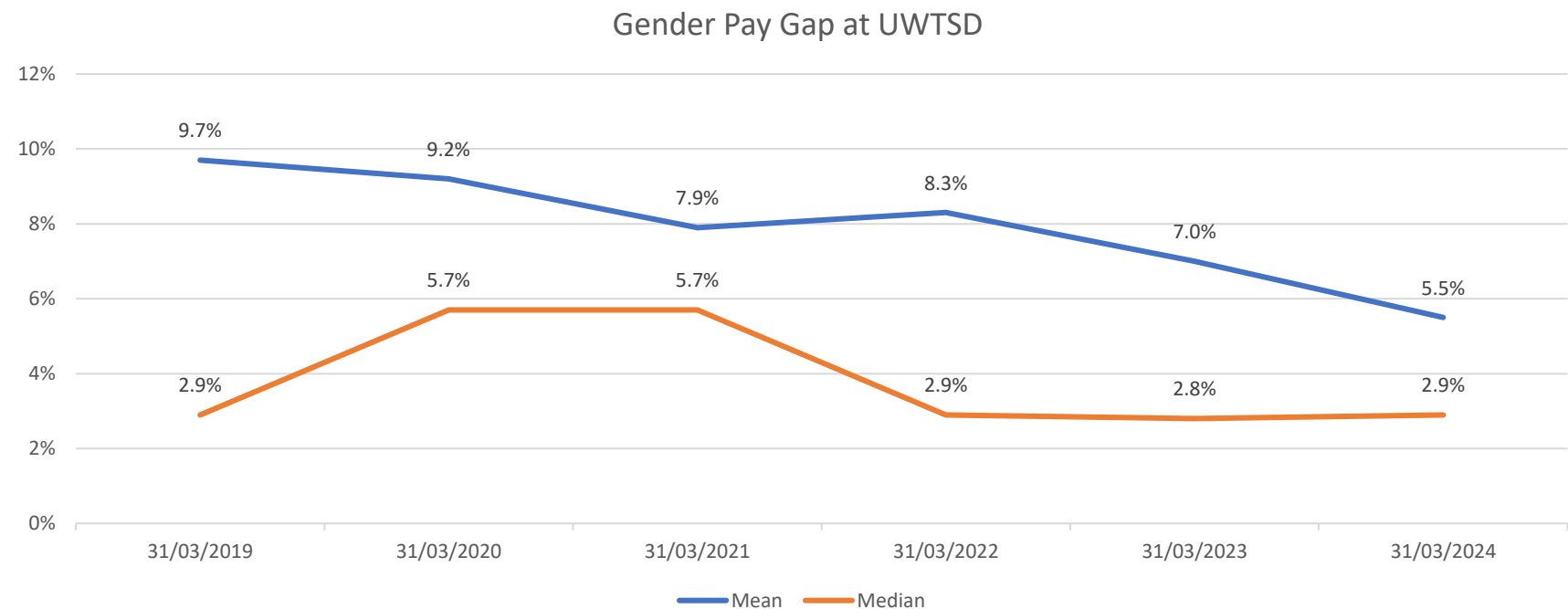


Figure 2: Source Internal HR system

9. Comparison: Bonus gap (Female: Male)

Finding: No bonuses were paid within the report period 1 April 2023 and 31 March 2024.

10. Proportion of women in each pay quartile

Finding: At UWTSD, women occupy 52.1% of the highest paid jobs and 60% of the lowest paid jobs.

	Female (%)	Male (%)
Quarter 1: Lower quartile (lowest paid)	60.0	40.0
Quarter 2: Lower middle quartile	57.7	42.3
Quarter 3: Upper middle quartile	61.3	38.7
Quarter 4: Upper Quartile (highest paid)	52.1	47.9

Figure 3: Source Internal HR System

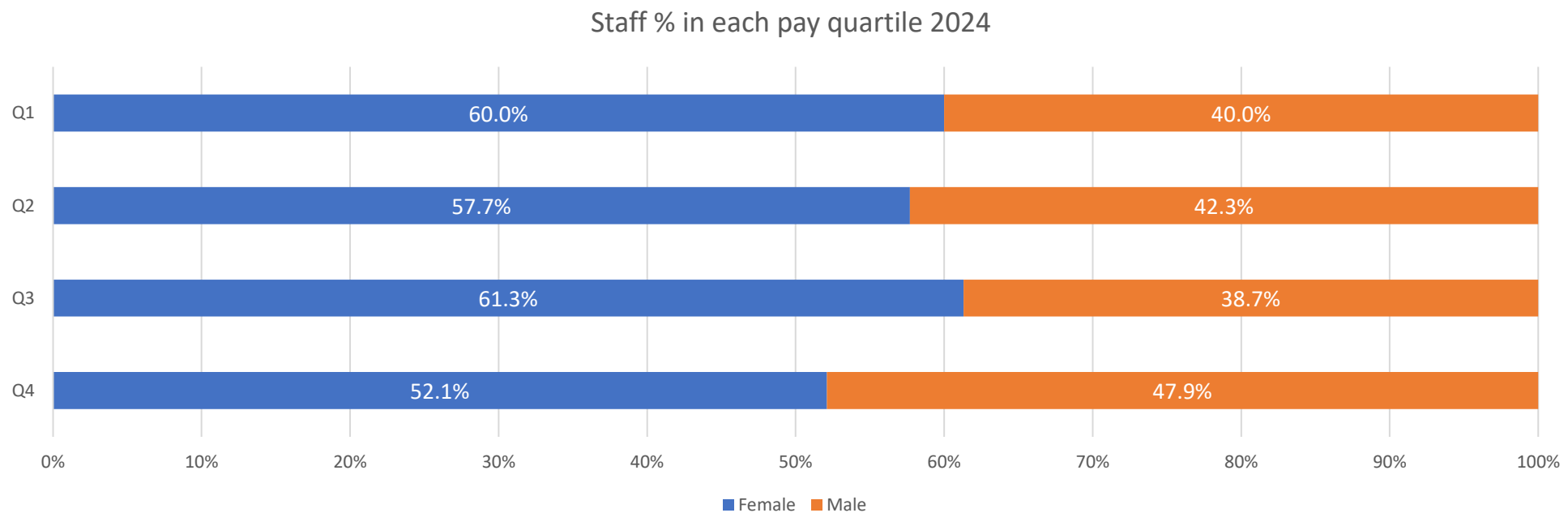


Figure 4: Source Internal HR System

11. Addressing the gender pay gap

One of the key actions of the 2024-2028 Strategic Equality Plan is addressing the gender pay gap as well as expanding the pay gap to other protected characteristics, which shows our commitment to this agenda.

We have benchmarked our work against the UCEA's report, Taking action: Tackling the gender pay gap in higher education institutions as well as considered the guidance from the Women and Equalities Unit (formerly the Government Equalities Office) to assist with the further actions we may need to put in place to further reduce the gender pay gap.

We annually benchmark our median and mean rate against other universities. As of 31 March 2023, the median gender pay gap in higher education was 12.0% which was lower than the wider economy (14.2%) and HE in 2022 (12.3%). The mean gender pay gap in HE was 14.2%, which was higher than the wider economy (13.2%).

A number of activities which seek to promote gender equality across the institution have been implemented, such as:

- through our Leadership Development Programmes offered to staff, we supported 12 women through the Aurora Programme in 2023/24, supported 4 females on a new collaboration in partnership with Advance HE Diversifying Leadership Programme and one female on the Central AHE Diversifying Leadership Programme.
- A continued focus on improving the diversity profile of our governing body.
- ongoing and continuing improvements of our HR system to enable us to monitor and report on completion rates for mandatory e-learning modules such as Equality and Diversity, Challenging Unconscious Bias and Race Equity on a regular basis.
- continued development of the staff development and wellbeing hubs with advice and support for staff as individuals including links to specialist support for women such as Menopause guidance.
- continued development of reporting methods to continually improve our equalities monitoring of the recruitment process and progression processes for academic and professional services staff.
- the second Women of the Year award, organised by the Women's Network where women were nominated for an award for outstanding contribution to the University community.
- raising the profile and recognising the achievements of women at National Celebratory days e.g. International Woman's Day.

12. Future actions

The 2024-2028 Strategic Equality Plan was published in March 2024 following consultation with staff, students and the third sector.

This plan includes a continued commitment to analyse and publish the gender pay gap and address the causes of any differences in pay through a published action plan.

Moving forward, the University will:

- Continue our engagement with Leadership Development Programmes such as Advance HE's Aurora Programme, Advance HE's Diversifying Leadership Programme and the Acadami Wales Springboard programme.
- Continue to develop appropriate leadership interventions for senior leaders and people managers across the University.
- Progress our engagement with appropriate partnerships for example Women in Tech.
- Continue to review the University's family friendly policies and flexible working policy in light of new employment regulations and publishing relevant information on the new staff intranet and via the Staff bulletin.
- Continue to consult with staff through regular pulse surveys which provide qualitative data that we are able to analyse by each protected characteristic including gender.
- Continue the monitoring of HR policies by conducting equality impact assessments to ensure equitable outcomes for women and those that identify as women.
- Further develop our understanding of intersectional data and identify appropriate actions for any issues emerging.