

Gender Pay Gap Report: 31 March 2019

Published 5 October 2021

Background

1. The University of Wales Trinity Saint David is committed to continuously improving equality and diversity and enhancing inclusive approaches within our organisation and in partnership with others.
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. To achieve a consistent approach in reporting pay gaps, HEFCW expects all regulated institutions in Wales to adopt the use of the UK pay gap reporting methodology as set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 guidance.

Gender Pay Gap

1. This is the second 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.
2. The gender pay gap shows the average difference between the earnings of women and men.
3. 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.
4. The data below relates to data at the snapshot date of 31 March 2019 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) should be excluded.

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

Finding: When comparing mean hourly wages at UWTSd, women’s mean hourly wage is 9.7% lower than men’s and their median hourly wage is 2.9% lower than men’s. The mean hourly wages has reduced by 1.6% in comparison to the data reported at 31 March 2018. The median hourly wage has decreased from 11.1% in 2018 to 2.9% in 2019.

Figure 1

Gender Pay Gap	Mean hourly wage difference	Median hourly wage difference
University of Wales Trinity Saint David	9.7%	2.9%

6. Comparison: Bonus gap (Female: Male)

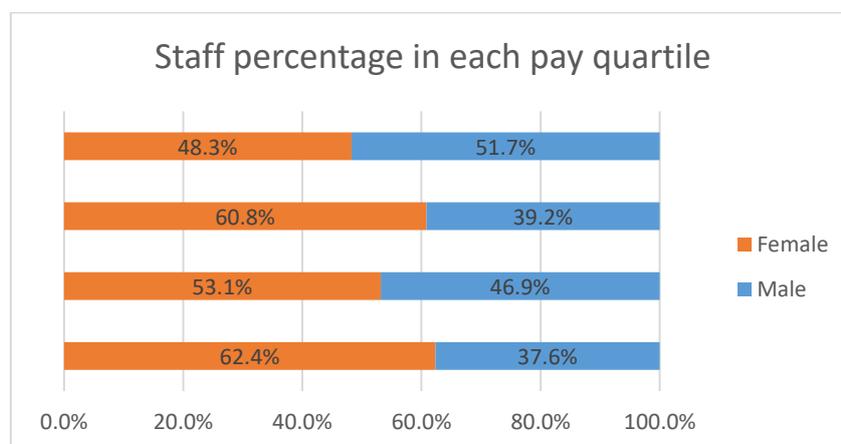
No bonuses were paid within the reporting period 1 April 2018 and 31 March 2019.

7. Proportion of women in each pay quartile

Finding: At UWTSd, women occupy 48.3% of the highest paid jobs and 62.4% of the lowest paid jobs. The highest paid jobs (Upper Quartile) has remained consistent at between 48% and 49% since reporting commenced.

Figure 2

	Female (%)	Male (%)
Quarter 1: Lower quartile (lowest paid)	62.4	37.6
Quarter 2: Lower middle quartile	53.1	46.9
Quarter 3: Upper middle quartile	60.8	39.2
Quarter 4: Upper Quartile (highest paid)	48.3	51.7



8. Addressing the gender pay gap

The University is committed to addressing the gender pay gap and have introduced a number of activities which seek to promote gender equality across the institution, such as:

- considering the actions required to reduce the gender pay gap when reviewing the Strategic Equality Plan in 2020.
- our continued sponsorship of places and participation in the Advance HE's Aurora programme where the University sponsor places for female staff to attend the leadership programme designed for women and those who identify as women in Higher education.
- conducting an audit of equal pay in 2018, which did not identify any significant or cautionary pay gaps when comparing the rates of pay for male and female staff carrying out work rated as equivalent.
- continuing to anonymise recruitment applications and monitoring the outcomes of appointment processes.

Moving forward, the University will:

- benchmark our work against the UCEA's report, Taking action: Tackling the gender pay gap in higher education institutions.
- consider the guidance from the Government Equalities Office to assist with looking at further actions that may need to be put in place to reduce gender pay gap.
- Introduce a new web-based candidate application process which will automate the existing anonymised recruitment application process.
- review and update guidance for managers on the recruitment and selection processes including an emphasis on equality and diversity.
- develop and implement Challenging Unconscious Bias e-learning module as well as promoting the Equality and Diversity e-learning module.