

## **Gender Pay Gap Report: 31 March 2020**

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### **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 third 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 2020 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.

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

**Finding:** When comparing mean hourly wages at UWTSD, women’s mean hourly wage is 9.2% lower than men’s and their median hourly wage is 5.7% lower than men’s. The mean hourly wage has reduced by 2.1% in comparison to the data reported at 31 March 2018., which was 11.3%. The median hourly wage difference has decreased from 11.1% in 2018 to 5.7% in 2020.

Figure 1

Gender Pay Gap	Mean hourly wage difference	Median hourly wage difference
University of Wales Trinity Saint David	9.2%	5.7%

## 6. Comparison: Bonus gap (Female: Male)

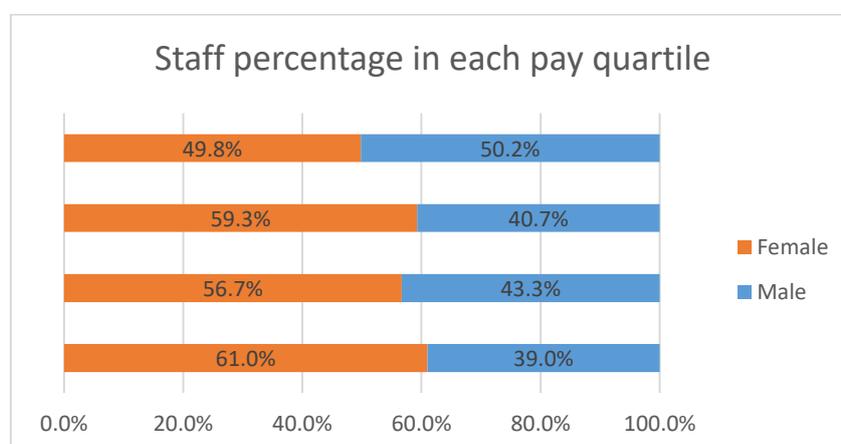
No bonuses were paid within the reporting period 1 April 2019 and 31 March 2020.

## 7. Proportion of women in each pay quartile

**Finding:** At UWTSD, women occupy 49.8% of the highest paid jobs and 61% of the lowest paid jobs. The gender split in the lower quartile has reduced by 3.4% for females since 2018. 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)	61.0	39.0
Quarter 2: Lower middle quartile	56.7	43.3
Quarter 3: Upper middle quartile	59.3	40.7
Quarter 4: Upper Quartile (highest paid)	49.8	50.2



## 8. Addressing the gender pay gap

One of the five priorities of the Strategic Equality Plan, which spans until 2024, is addressing the gender pay gap, 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 consider the guidance from the Government Equalities Office to assist with the further actions may need to put in place to reduce gender pay gap.

A number of activities which seek to promote gender equality across the institution has been put into practice, such as:

- 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.
- monitoring our participants profile on our leadership and management development programmes to ensure that there is a proportionate level of males and females.
- a review of end to end recruitment practices, including implementing a new online recruitment system, Webrecruit, which ensures an anonymised recruitment application and shortlisting process.
- continued equalities monitoring of the recruitment process and progression processes for academic and professional services staff.
- training for Hiring Managers involved in the selection and appointment process including an emphasis on equality and diversity.
- implementing of a new 'Challenging Unconscious Bias' e-learning module which is mandatory for new starters and further promotion of the Equality and Diversity e-learning module.

Moving forward, the University will:

- strengthen our partnerships and give consideration to other relevant opportunities to support women and those who identify as women in the workplace such as engaging with WHEN (Women's Higher Education Network) and Employers for Carers programme.
- evaluate the effectiveness of the University's participation in Advance HEs Aurora programme.
- consider formalising the University's current informal mentoring programme that takes place across the University to provide more structure and support.
- review the University's use of inclusive language in its published policies to minimise the risk of gender stereotyping
- review and refresh the University's family friendly policies and to raise awareness by publishing relevant information on the intranet and via the Staff Bulletin.