

Gender Pay Gap Report: 31 March 2021

Published 31 March 2022

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

4. This is the fourth 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 2021 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.

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

Finding: When comparing mean hourly wages at UWTSD, women’s mean hourly wage is 7.9% lower than men’s and their median hourly wage is 5.7% lower than men’s. The mean hourly wage at 31 March 2020 was 9.2%, a reduction of 1.3% in the past year. The median hourly wage difference remains unchanged at 5.7% in 2021.

Figure 1

Gender Pay Gap	Mean hourly wage difference	Median hourly wage difference
University of Wales Trinity Saint David	7.9%	5.7%

9. Comparison: Bonus gap (Female: Male)

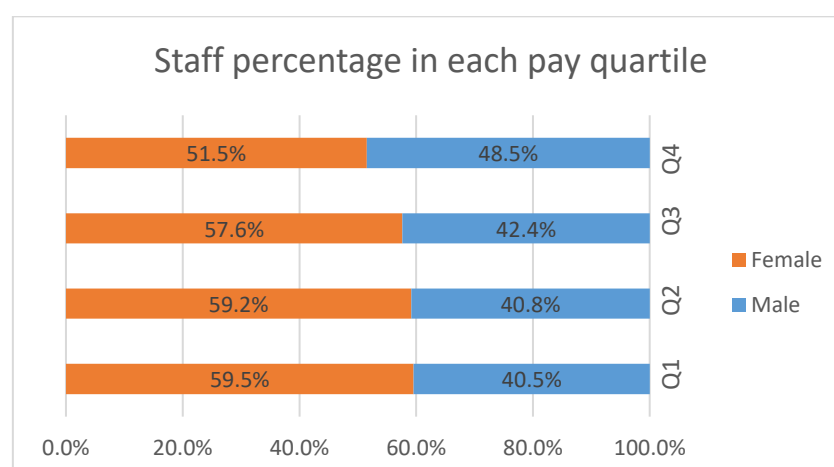
No bonuses were paid within the reporting period 1 April 2020 and 31 March 2021.

10. Proportion of women in each pay quartile

Finding: At UWTSD, women occupy 51.5% of the highest paid jobs and 59.5% of the lowest paid jobs.

Figure 2

	Female (%)	Male (%)
Quarter 1: Lower quartile (lowest paid)	59.5	40.5
Quarter 2: Lower middle quartile	59.2	40.8
Quarter 3: Upper middle quartile	57.6	42.4
Quarter 4: Upper Quartile (highest paid)	51.5	48.5



11. Addressing the gender pay gap

One of the five priorities of the Strategic Equality Plan 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 considered the guidance from the Government Equalities Office to assist with the further actions we may need to put in place to further reduce the gender pay gap.

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

- our continued sponsorship of places and participation in the Advance HE's Aurora leadership programme designed for women and those who identify as women in Higher Education.
- an evaluation of the effectiveness of the University's participation in Advance HE's Aurora leadership programme is currently in progress
- launch of the wellbeing hub with advice and support for staff as individuals including links to specialist support for women such as Menopause guidance.
- monitoring our participants profile on our leadership and management development programmes to ensure it is balanced and reflects our workforce profile
- ongoing development 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.
- ongoing training for Hiring Managers involved in the selection and appointment process including an emphasis on equality and diversity.
- ongoing monitoring of completion rates of the 'Challenging Unconscious Bias' e-learning module which is mandatory for all staff

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.
- review the University's use of inclusive language 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.
- conducting a staff survey which should provide qualitative data that we will be able to analyse by each protected characteristic including gender.
- publish Menopause Guidelines for managers to support our staff.
- Implementation of the HR and payroll system's training module to record and monitor completion of mandatory e-learning training including Challenging Unconscious Bias and Equality and Diversity training.