

## **Gender Pay Gap Report: 31 March 2022**

**Published 31 March 2023**

### **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 fifth 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 2022 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 8.3% lower than men’s and their median hourly wage is 2.9% lower than men’s. Figure 2 shows that the mean hourly wage at 31 March 2021 was 7.9%, a slight increase of 0.4% in the past year. The median hourly wage difference has decreased by 2.8%, from 5.7% in 2021 to 2.9% in 2022.

Figure 2 shows the downward trend in UWTSD’s Mean Gender Pay Gap over the last four years.

Gender Pay Gap	Mean hourly wage difference	Median hourly wage difference
University of Wales Trinity Saint David	8.3%	2.9%

Figure 1: Source Internal HR system

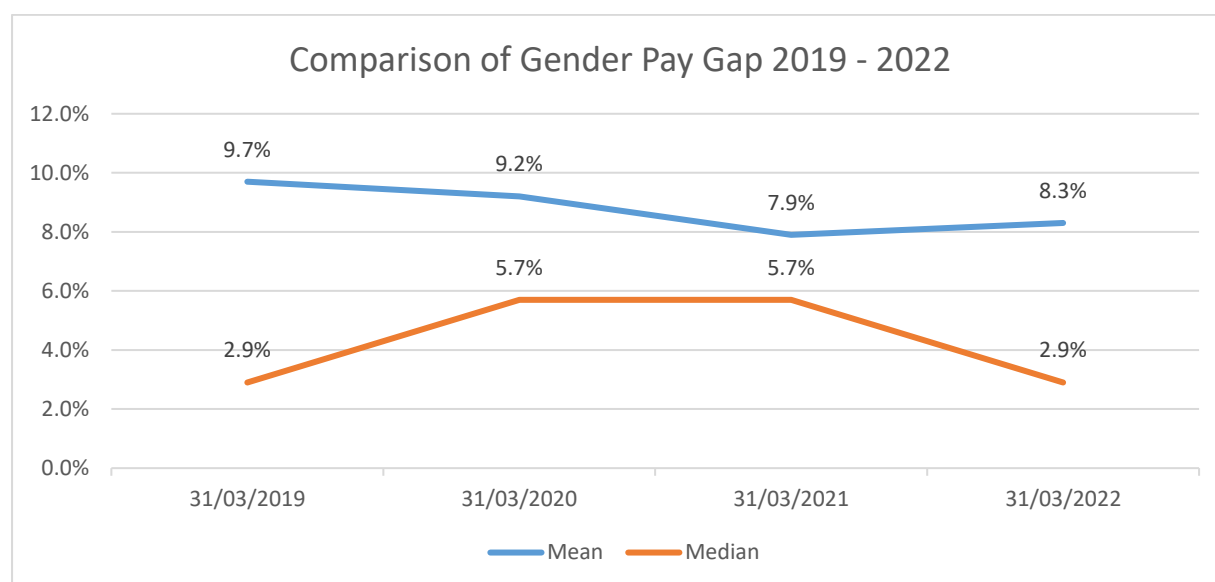


Figure 2: Source Internal HR system

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

No bonuses were paid within the reporting period 1 April 2021 and 31 March 2022.

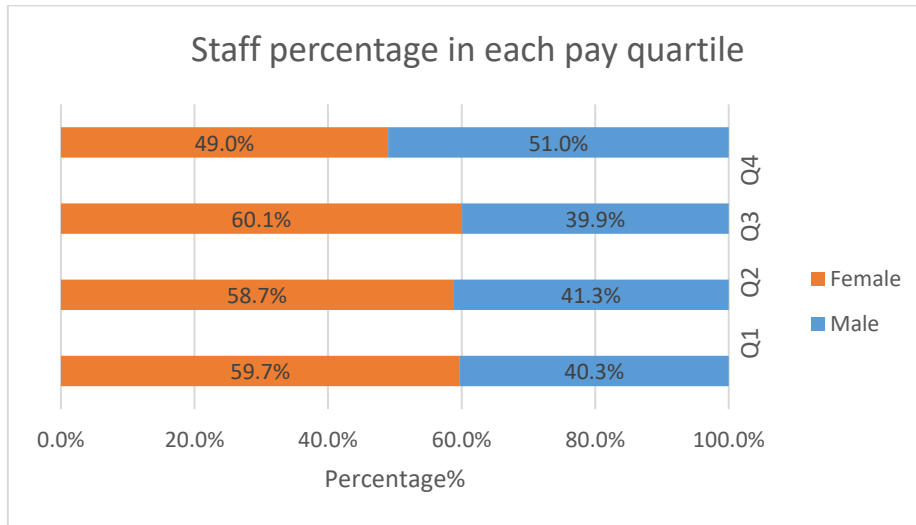
## 10. Proportion of women in each pay quartile

**Finding:** At UWTSD, women occupy 49% of the highest paid jobs and 59.7% of the lowest paid jobs.

	Female (%)	Male (%)
Quarter 1: Lower quartile (lowest paid)	59.7	40.3
Quarter 2: Lower middle quartile	58.7	41.3

Quarter 3: Upper middle quartile	60.1	39.9
Quarter 4: Upper Quartile (highest paid)	49	51

Figure 3: Source Internal HR System



## 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.

We have also benchmarked our mean and median rate against other Welsh Universities and UWTSD has one of the lowest gender pay gaps in Wales as at 31 March 2021.

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

- Developing and commencing a Cultural Competence programme for senior leaders and Council Members across the University with the first briefing focusing on Compassionate Leadership.
- A continued focus on improving the diversity of our governing body
- Continued to embed equality within our staff continued professional development programmes.
- 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 and Challenging Unconscious Bias on a regular basis.
- Our continued participation in the Advance HE Aurora programme, which is a leadership programme designed for women or those who identify as women in HE and an increase in the number of sponsored places for 2022/23. In addition, we have conducted an evaluation of the Aurora programme to enable participants to continually develop and progress. We also support Aurora alumni to develop their mentoring skills through training and some have now become mentors for new participants.

- 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 monitoring of our participants profile on our leadership and management development programmes to ensure it is balanced and reflects our workforce profile.
- continued development of reporting methods to continually improve our 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.
- The launch of UWTSD's inaugural Women on 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 including women from a Black, Asian and minority ethnic background at National Celebratory days e.g. International Woman's Day.
- Review of UWTSD's Dignity at Work Statement to strengthen and reinforce the University's guiding principles.

Moving forward, the University will:

- Progress our engagement with external partnerships including WHEN (Women's Higher Education Network), Employers for Carers programme and Women in Tech networks.
- Continue to implement the Cultural Competence programme for senior leaders across the University and our Council Members.
- Continue to review of the University's family friendly policies and to raise awareness by publishing relevant information on the intranet and via the Staff Bulletin.
- Continue to conduct staff pulse surveys on a regular basis 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.