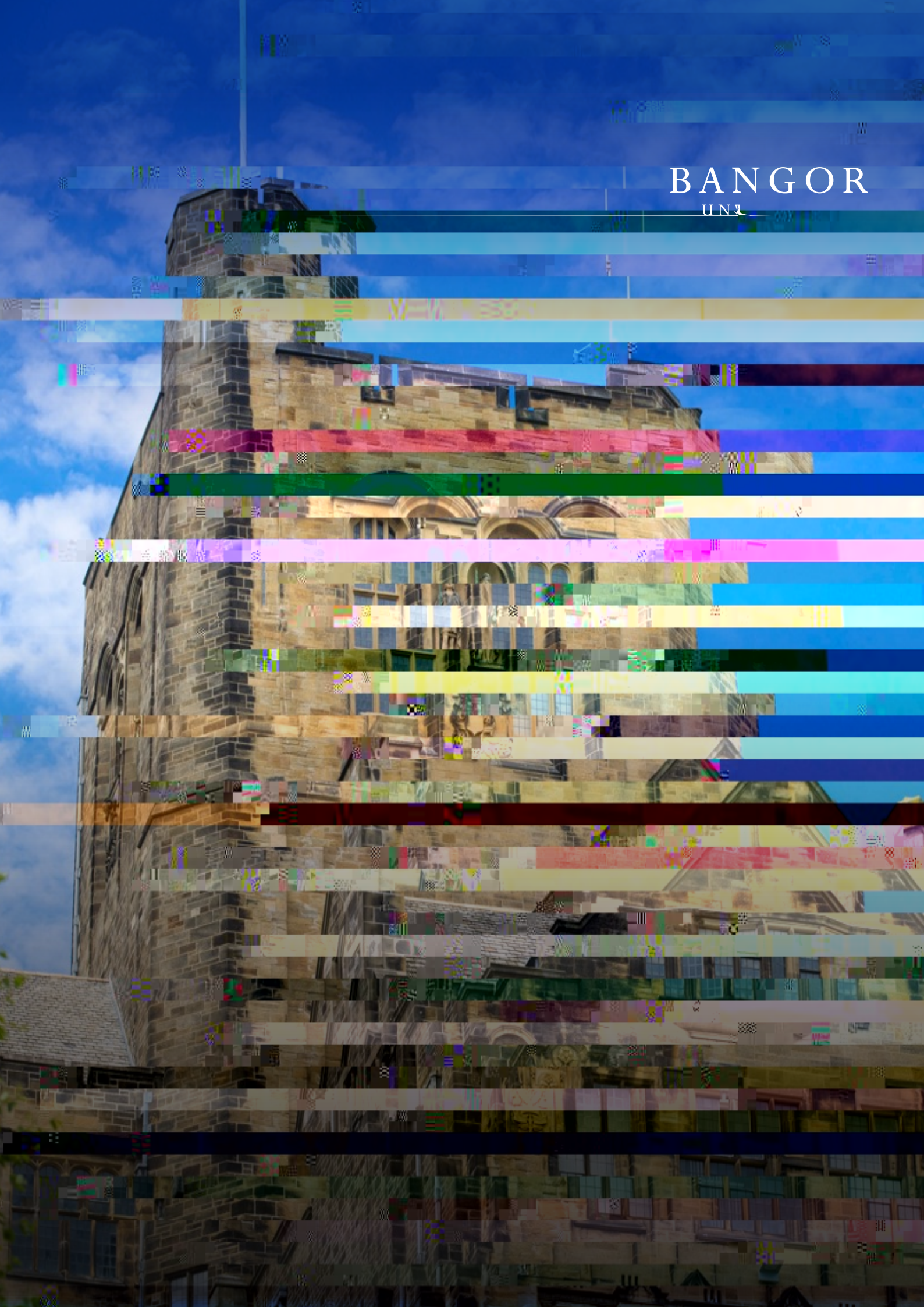


BANGOR

UNIVERSITY



There is also much for the University to celebrate as work on embedding EDI has continued despite the challenges, as demonstrated in our report against our SEP 2020 – 2024

There has been a strengthening of equality matters in all our strategies, ensuring that consideration of diversity and inclusion is at the heart of our work. We have established a Council Pen-GBt against our SEP 2020 – 2024

The impact of the COVID-19 pandemic has continued to present challenges for individuals and communities as we adapted our lives, work and studying in ways that no-one could have anticipated. As a University we are very aware of the disproportionate impact of Covid-19 on certain protected groups and we are committed to embedding practice that addresses inequality and promotes inclusion for all. This has led to Bangor University developing and evolving practical solutions and individual and has really increased the pace of change in enabling work and study

profile of staff and students is

the Human Resources staff record

Questions on the protected characteristics are carried out. We do not routinely ask for a person's partnership status although they have the option of choosing to state this.

From the focus groups held during the development of the Strategic Equality and Diversity Strategy we heard that they didn't want to be required to tell us their title unless it was a gender-neutral title obtained through achievement. We continue to develop this as an optional field.

The Annual Equality Report is produced by the Equality and Diversity Strategy Group and published on an annual basis.

Monitoring data is used to inform progress against the Equality Action Plan and to develop new actions. Data is also used to inform Equality Impact Assessments. Equality statistics and data are key for University and School Athena SWAN submissions and are therefore regularly reviewed at both University level and School level by self-assessment teams.

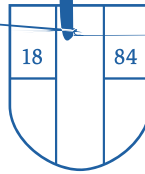
Points to note:

- Data in this report relates to the academic year 1 August 2020 – 31 July 2021.
- Data is reported on the reporting year or on the reporting date.

Following an independent review, the
Athena Swan Gender Equality Charter

To do this, a number of groups across the University review progress against the action plan and work to address any equality issues that arise. The groups include:

Equality & Diversity Strategy Group
Chaired by Pro-Vice Chancellor



Average age of all staf

All staf	44 years
	45 years
	44 years

At 44 years, this is the same as the previous year but has increased slightly since recording the average age began in 2019 when it was 43.2 years. The median age is 44 years.

All staf by age range

6.3%
20.0%
24.0%
24.8%
19.5%
5.4%

The 45-54 age bracket 45 – 54, the same group as last year, closely followed by the 35 – 44 years group that comprises 24.8%.

The 35-44 age group has increased from 3.2% in the Report published in 2018, to 4.9% in the report published in 2021, to 5.4% now.

4.2%
2.1%
11.4%
8.6%
14.9%
9.0%
14.9%
9.7%
11.2%
8.3%
2.8%
2.6%

In reports prior to 2021 we have had more women than men in the 45-54 age group too.



Grade							Grand Total
G001	42	15	3	4	9	1	74
G002	22	22	26	35	44	10	159
G003	14	14	8	18	20	2	76
G004	21	43	33	24	19	7	147
G005	15	45	36	57	27	6	186
G006	29	109	82	66	55	27	368
G007	3	166	188	144	90	33	624
G008		34	90	98	75	14	311
G009		10	72	71	59	7	219
G010		2	3	11	12		28
GPO1			8	27	28	6	69
GPO2				13	4	8	25
GPO3				1	4	2	7
		1	3	2	4	1	11
Grand Total							

5g]b`dfYj]ci g`mYUfgzh`Y`\\[\\Yghdfcdcfh]cb`cZghU `U[YX`%* `t`&(`UfY]b[fUXY`%`H`Y`\\[\\Yghdfcdcfh]cbg`cZghU `]b`U[Y` ranges 25 – 34 and 35 – 44 are again in grade 7 roles

16 - 24	2		1	17	126	146
25 - 34	99	1	32	121	208	461
35 - 44	209		80	83	180	552
45 - 54	210		116	43	202	571
55 - 64	188		67	22	173	450
*) Ž	60	2	5	4	53	124

- H`Y`\\[\\Yghbi a VYf`cZUWUXYa]MgHU `UfY]b`h`Y`() `t`)(`U[Y[fci d`Wc`gY`mZc`ck YX`Vm`) `t`((`UbX`)) `t`*(` respectively.
- H`Y`\\[\\Yghbi a VYfg`cZdfcZYgg]cbU`ghU `UfY]b`h`Y`() `t`)(`U[Y[fci dZ`Wc`gY`mZc`ck YX`Vm`) `t`((`UbX`)) `t`*(` respectively.
- H`Y`\\[\\Yghbi a VYfg`cZfYgYUfW`ghU `UfY`VmU`g][b] W`b`h`bi a VYf]b`h`Y`&) `t`* (`U[Y[fci d`H`g]U[Y[fci d`Ugc` \\Ug`h`Y`\\[\\Yghbi a VYf`cZghU `cb` I YX`!`h`Y`fa `W`b`h`U`W`g`"
- H`g]mYUf`h`Y`fY]g`U`V`X`Ub[Y]b`h`Y`U[Y`X]ghf]Vi h]cb`cZgi ddcf]ghU `k`Y`fY`h`Y`a`U`c`f]m`U`fY`b`c`k`c`b`h`Y`U[Y[fci d` &) `t`* (`Zc`ck YX`Vm`() `t`)(`f`h`fYj]ci g`m`a`c`ghgi ddcf]ghU `k`Y`fY]b`h`Y`() `t`)(`U[Y[fci dZ`Wc`gY`mZc`ck YX`Vm` &) `t`* (`mYUfg]z`) `t`((`mYUfg`UbX`)) `t`*(`mYUfg`UfY`b`YI`h`k]h`j`Y`fmg]a]Uf`bi a VYfg`"

3.78%

2.56%

11.76%

8.25%

8.68%

15.28%

5.38%

19.40%

4.90%

14.63%

2.52%

2.86%

2.4%

3.9%

12.7%

7.3%

14.8%

9.2%

17.3%

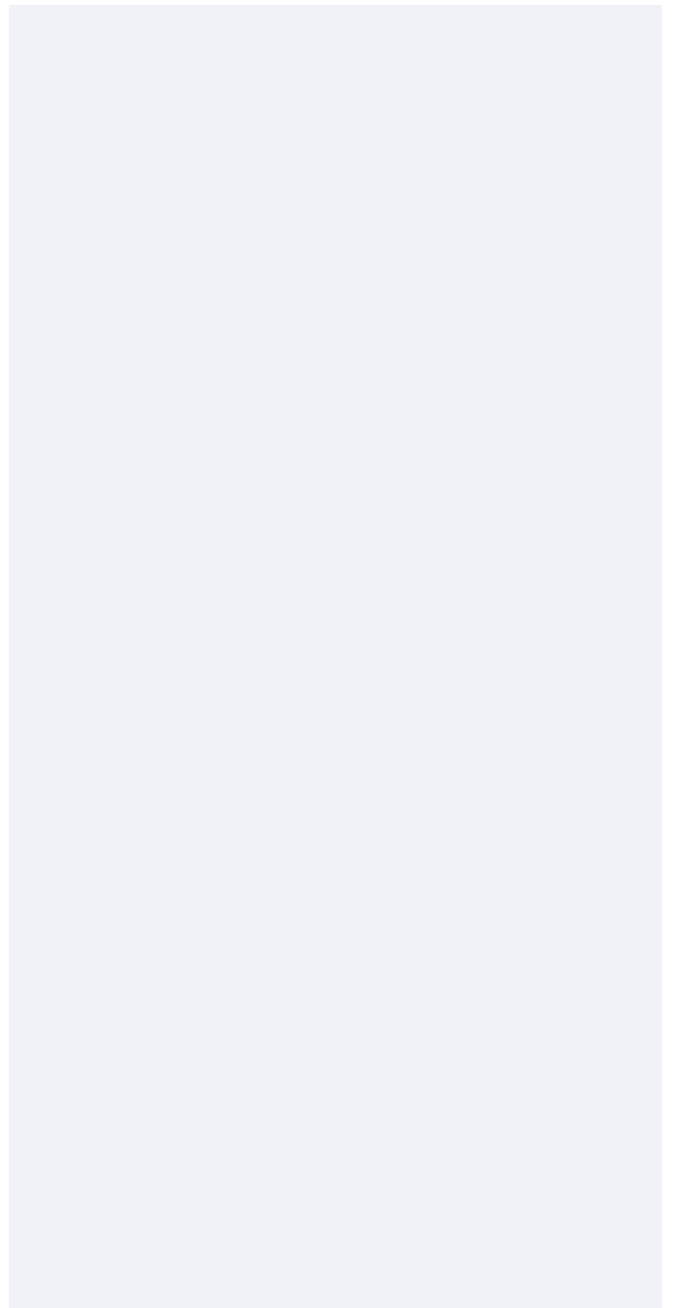
7.5%

10.5%

9.1%

0.9%

4.5%



Disabled	23	65	40	39	36	18	221
Information refused	6	11	12	18	11	2	60
No known disability	117	385	500	514	403	104	2023

- H\Y\[\ \Yghdfcdcfh]cb'cZghU k \c]XYbh]ZmUg X]gUV'YX'ghU 'UFY]b'h\Y U[Y' [fci d &) 't' ('mYUfg"

Grade				
G001	0.4%	0.3%	2.5%	3.2%
G002	0.9%	0.4%	5.6%	6.9%
G003	0.6%	0.2%	2.6%	3.3%
G004	1.1%	0.1%	5.2%	6.4%
G005	1.0%	0.2%	6.9%	8.1%
G006	1.6%	0.3%	14.1%	16.0%
G007	2.3%	0.7%	24.1%	27.1%
G008	0.7%	0.2%	12.5%	13.5%
G009	0.7%	0.2%	8.6%	9.5%
G010	0.0%	0.0%	1.2%	1.2%
GP01	0.1%	0.0%	2.9%	3.0%
GP02	0.1%	0.0%	0.9%	1.1%
GP03	0.0%	0.0%	0.3%	0.3%
	0.0%	0.0%	0.5%	0.5%

- Across Wales HEI's the Disability Pay Gap stands at median – 8.4% and mean 8.1%. This is likely due to the X]ghf]Vi h]cb'cZghU k \c]XYbh]ZmUg X]gUV'YX UW'cgg'ci f' [fUXYg'"5h6Ub[cf]b'gca Y [fUXYg'bc'ghU \Uj Y]XYbh] YX' as disabled i.e. Grade 10 (Directors), GP03 (the most senior grade of Professor) and 'Other clinical academic'. Cb'm\$"% c'ZghU]b [fUXYg; D\$%UbX; D\$&\Uj Y]XYbh] YX'Ug X]gUV'YX"



	5.0%
	4.6%
	1.5%
	1.1%
	52.0%
	35.8%

	55.7%
	32.1%
	1.8%
	0.8%
	5.5%
	4.1%

- C ZH Y - ** I c Z g t U k \ c \ U j Y g Y Z] X Y b h j Y X U g disabled, 5% work full-time and 4.6% work part-time.

- Ɂ A U f W & \$ & z z c f H Y f g h h a Y k Y \ U j Y reported our institutional-level Disability Pay Gap which stands at median – 16.8%, mean 12.9%. Further information can be found in our [Gender Pay Gap Report 2021](#).

	2.5%
	0.9%
	1.0%
	5.3%
	0.7%
	0.2%
	0.3%
	1.4%
	30.2%
	12.0%
	11.3%
	34.3%

- H Y \ [\ Y g h d f c d c f h j c b c Z g t U k \ c] X Y b h j Z m U g disabled work in support roles.



Grade				
G001	0.13%	0.04%	3.04%	3.21%
G002	0.52%	0.00%	6.38%	6.90%
G003	0.00%	0.04%	3.26%	3.30%
G004	0.09%	0.00%	6.29%	6.38%
G005	0.22%	0.04%	7.81%	8.07%
G006	1.17%	0.17%	14.63%	15.97%
G007	2.34%	0.22%	24.52%	27.08%
G008	1.04%	0.09%	12.37%	13.50%
G009	0.82%	0.26%	8.42%	9.51%
G010	0.09%	0.00%	1.13%	1.22%
GP01	0.30%	0.00%	2.69%	2.99%
GP02	0.04%	0.00%	1.04%	1.09%
GP03	0.00%	0.00%	0.30%	0.30%
	0.09%	0.00%	0.39%	0.48%

- H\Y'a U'cf]mcZ6Ub[cf'l b]j Yfg]mg'65A 9'ghU 'UFY' clustered in grades 7, 6, 8 and 9 respectively.

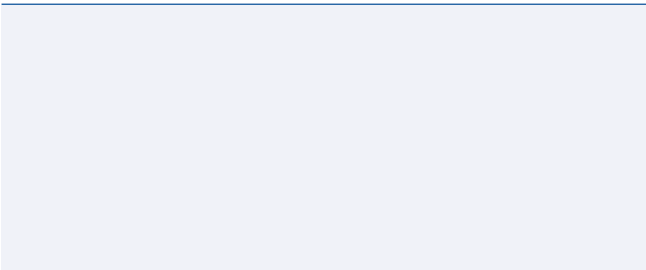
BAME

Information refused

White

Gender by job type in %

Gender pay gap, ethnicity pay gap

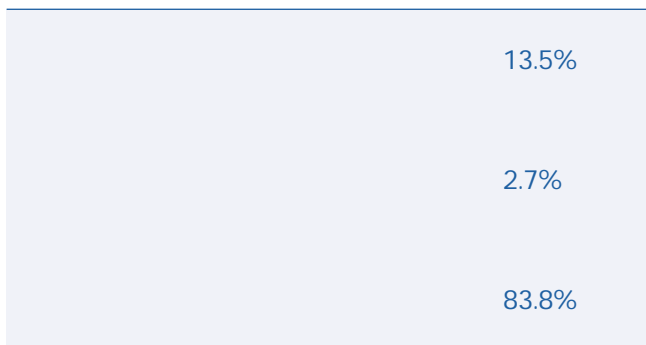


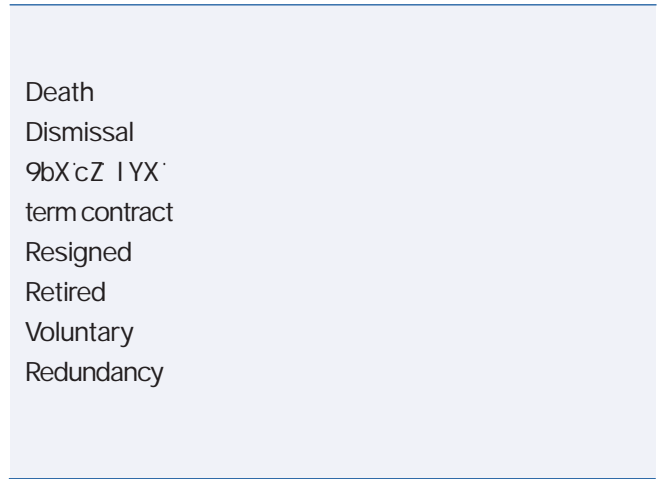
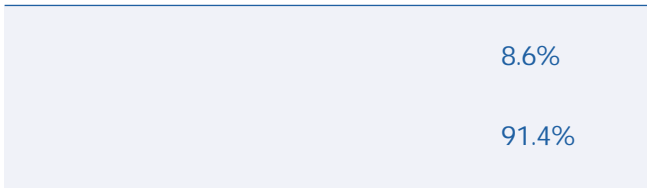
	31.6%
	4.9%
	63.5%

Application Status				
	0.41%	0.07%	0.20%	0.68%
	0.78%	0.58%	7.11%	8.47%
	3.88%	0.61%	5.71%	10.20%
	0.03%	0.03%	0.14%	0.20%
Of er	0.34%	0.03%		0.95%
Of ered	0.07%	0.03%		0.24%
	25.16%	3.40%		74.84%
	0.92%	0.10%		4.42%



Death	0.00%	0.00%	0.00%	0.00%	0.27%	0.00%	0.27%
Dismissal	0.00%	0.27%	0.00%	0.54%	0.00%	0.00%	0.81%
9bX:cZ I YX H/fa V&bfUW	6.20%	13.48%	6.74%	2.43%	3.77%	2.43%	35.04%
Resigned	7.55%	10.24%	5.66%	4.31%	4.04%	2.43%	34.23%
Retired	0.00%	0.00%	0.00%	0.00%	1.08%	0.81%	1.89%
Voluntary Redundancy	0.00%	1.89%	1.89%	5.93%	12.40%	5.66%	27.76%





Death	0.00%	0.27%	0.27%
Dismissal	0.00%	0.81%	0.81%
9bX'cZ I YX'			
term contract	6.20%	28.84%	35.04%
Resigned	2.16%	32.08%	34.23%
Retired	0.00%	1.89%	1.89%
Voluntary			
Redundancy	0.27%	27.49%	27.76%

