PRIFYSGOL
BANGOR
UNIVERSITY

GENDER PAY GAP

REPORT
2024

VICE CHANCELLOR'S INTRODUCTION

Professor Graham Upton

2   COVERAGE

Mean Gender Pay Gap   Female Mean =   £21.11   Male Mean =   £22.11

Mean Gender Pay Gap	Female Mean =	£12.34	Male Mean =	£13.38	Variance =	7.8 %
Median Gender Pay Gap	Female Median =	£11.81	Male Median =	£12.79	Variance =	7.7 %
Mean Bonus Gender Pay Gap	Female Mean =	0	Male Mean =	0		
Median Bonus Gender Pay Gap	Female Median =	0	Male Median =	0		
Proportion of males receiving bonus payment			Male =	0		
Proportion of females receiving bonus payment	Female =	0				

Of the 25 employees in the lower quartile, 16 are male and 9 are female. This means 64% are male and 36% are female

Of the 24 employees in the lower middle quartile, 18 are male and 6 are female. This means 75% are male and 25% are female

Of the 24 employees in the upper middle quartile, 19 are male and 5 are female. This means 79.2% are male and 20.8% are female

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PROPORTION OF MALES AND FEMALES IN EACH QUARTILE PAY BAND

February 2019

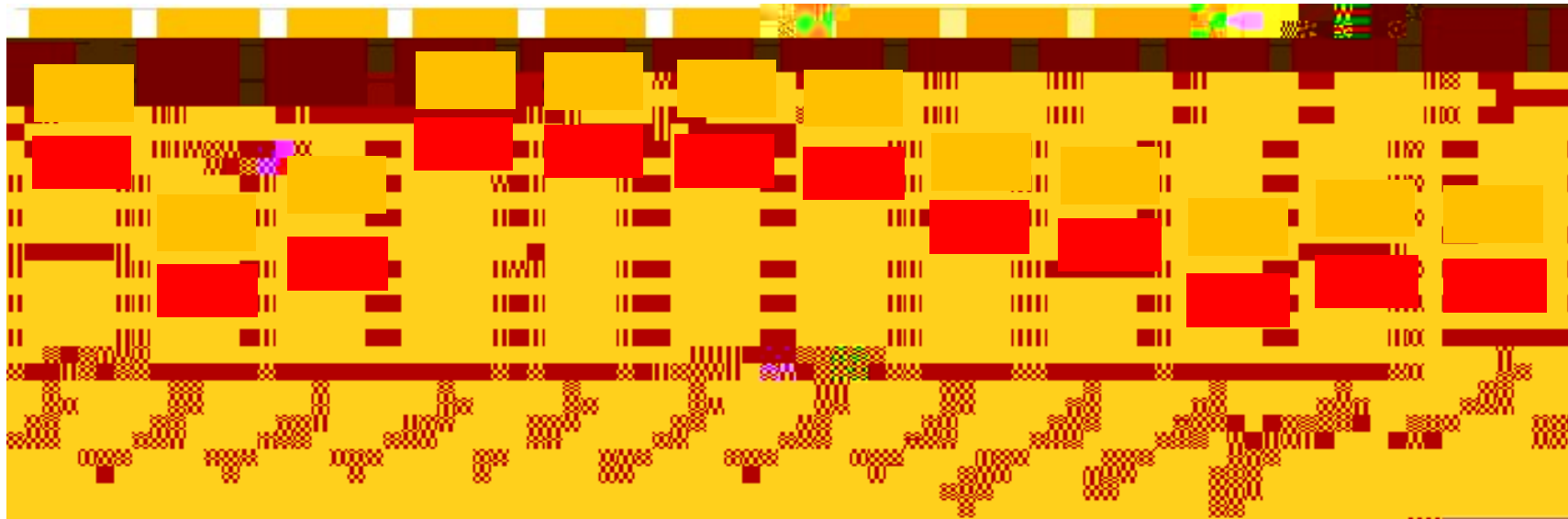**Mean Gender Pay Gap**   Female Mean =   £13.26   Male Mean =   £14.04   Variance =   5.5   %

PROPORTION OF MALES AND FEMALES IN EACH GRADE

4   SUMMARY

5 ACTION PLAN TO REDUCE THE GENDER PAY GAP