

Gender Pay Gap Reporting

At Cardiff University, we are committed to equal pay, treatment and opportunity, to supporting diversity and creating an open and inclusive community.

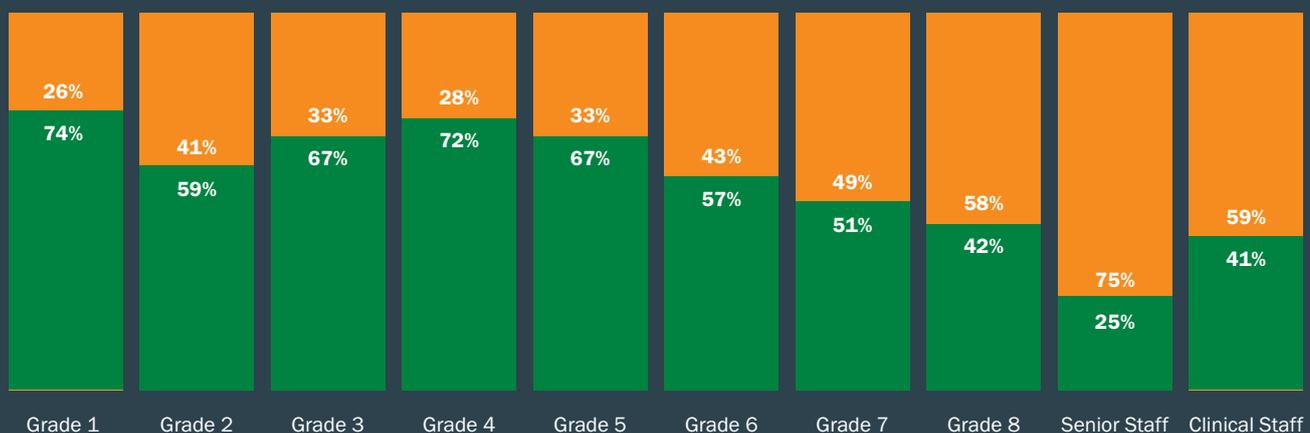
The University

Cardiff University's vision is to be a world-leading, research-excellent, educationally outstanding university, driven by creativity and curiosity, which fulfils its social, cultural and economic obligations to Cardiff, Wales, the UK and the world.

In order to deliver world-leading research and excellent student experience we ensure that our provision recognises the diverse needs of our various staff groups within our workforce.

We aim to foster a culture of collegiality and engagement, and embed equality, diversity and inclusion as a fundamental principle throughout our community.

As at 31st March 2017, the University employed 6193 staff as defined by the gender pay reporting guidelines¹, of which 55% were female and 45% male. These staff are engaged in a wide variety of activities, and cover a number of different grades and pay scales. The University has a single pay spine made up of 8 grades and a Senior Staff pay scale, which has 3 bands. Clinical staff are paid on the NHS pay spine. Female employees make up the majority of staff on grades 1 to 6.



1. Staff who are considered "full pay relevant employee" are included. These had a contract of employment, or were workers, and were paid their usual full basic pay as at 31st March 2017. Any staff not receiving their full basic pay for reasons such as maternity leave, parental leave, sick leave, special leave, career break are excluded. Where individuals had more than one job they have been counted as one person.

What is equal pay?

Equal pay looks at the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

Cardiff University supports the principle of equal pay for work of equal value and its systems, practices and policies are based on these principles.

Equal pay audits

Equal Pay Audits have been undertaken at Cardiff University regularly since 2009.

The 2017 audit is the most recent audit, and reports on any equal pay gaps within the institution, as at 31st March 2017.

The audit finds that the University has equal pay gaps in favour of both women and men in relation to basic mean pay in each grade, the vast majority of which are below the significant pay gap level of 5% as defined by the Equality Human Rights Commission. The audit concludes that there is no evidence of systemic pay discrimination within the University.

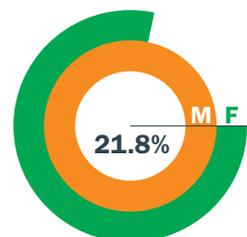
What is gender pay gap?

The Gender pay gap shows the difference in the average pay between men and women in the workforce.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 came into force on 6th April 2017, which requires employers in England with 250 or more employees to publish statutory calculations every year showing the pay gap between their male and female employees.

What is our pay gap?

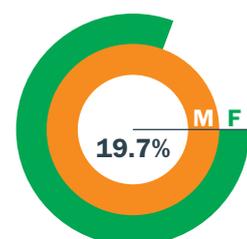
We have decided to publish our numbers in line with the gender pay gap reporting guidelines. Although this is not a legal requirement in Wales, this is an important aspect of our commitment to transparency about pay. We are serious about, and committed to, identifying the causes of the pay gap and work to find solutions to address this.



Mean gender pay gap

What is the difference between mean pay gap and median pay gap?

The mean pay gap is the difference between the average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women.



Median gender pay gap

Understanding the pay gap

The presence of a gender pay gap is disappointing and needs to be addressed.

At Cardiff, the gender pay gap exists as a result of the makeup of our workforce; there are currently fewer women in senior roles than men, as well as a higher proportion of women relative to men in the lower grades.

With more men at senior levels, this means our average male salary (median and mean) is higher than the average female salary within the whole organisation.

Upper quartile	F	39%	61%	M
Upper middle quartile	F	52%	48%	M
Lower middle quartile	F	61%	39%	M
Lower quartile	F	67%	33%	M

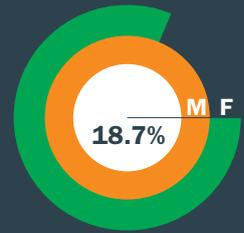
Understanding the bonus pay gap

Bonus pay is defined as remuneration relating to profit sharing, productivity, performance, incentive or commission for the period 01 April 2016 to 31 March 2017.

At Cardiff University, our performance related bonuses include senior staff reward performance payments and Outstanding Contribution Awards Scheme (OCAS). 3.2% of all men and 3.0% of all women received a bonus.



Bonus Mean

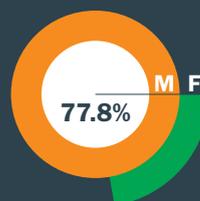


Bonus Median

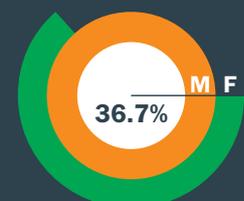
Our bonus pay gap including Clinical Excellence Awards schemes

In line with guidance produced by UCEA² the University has classified Clinical Excellence Awards (CEAs) as bonus pay for the purpose of gender pay gap reporting.

CEAs are set, awarded and funded by the NHS and the University plays no role in determining these awards. With CEA's included, 4.4% of all men and 3.4% of all women received a bonus. Further background and a definition of the CEA scheme can be accessed via the British Medical Association website.³



Bonus Mean



Bonus Median

2. UCEA 17:102 Gender Pay – treatment of Clinical Excellence Awards
<http://www.ucea.ac.uk/en/empres/epl/gender-pay-gap/gpg-briefings.cfm>

3. <https://www.bma.org.uk/advice/employment/pay/clinical-excellence-awards-for-nhs-consultants>

Working to close the gender pay gap at Cardiff University

Cardiff University is committed to addressing workplace barriers to equality, supporting diversity and creating an open and inclusive community. These values are embedded in our strategy, *The Way Forward*. We are passionate about working towards the representation of men and women at every level. The University has been working to promote gender equality across the organisation for a number of years.

Addressing the disparity in gender representation at senior levels will however take time, but we are working hard to solve this, and recognise that we are on a journey. Below is a list of current and future initiatives the University is implementing, reviewing, and monitoring to address the gender pay gap and support gender equality for women in the workplace.

Career progression and development opportunities

- We include a positive equality, diversity and inclusion statement in all promotions procedures and provide visible role models
- We encourage engagement with career development opportunities and are introducing a new promotions development programme to support under-represented groups
- We offer a variety of mentoring schemes
- We have increased our leadership development opportunities and continue to invest in female only programmes such as the Aurora Leadership Programme and the Springboard Careers Programme
- We have embedded the University's workload allocation model across all academic Schools to ensure clarity, consistency and fairness of treatment in line with the expectation of the Cardiff Academic, and to ensure that staff have the time and opportunity to develop their full potential.

Recruitment and reward

- We include positive action statements to support our inclusive and diverse recruitment and continue to work with organisations such as Chwarae Teg, Women in Science and Engineering and Diversity by Design
- We introduced unconscious bias training for all those involved in recruitment
- We continue to review the impact of the Senior Reward Strategy implemented in 2017, which introduced a banding structure for professorial staff and all Senior Professional Services have been evaluated
- We continue to review our reward policies and pay decisions to increase transparency and demonstrate equity
- We continue to offer a variety of flexible working practices to support staff and foster an inclusive culture.

External benchmarks

- We have extended Athena Swan to more Schools, maintained our Athena Swan status as a long term tool to promote gender equality and committed to have all Schools submit to Athena Swan
- We continue to support and maintain the Stonewall Diversity Champion – we were the top University in the Workplace Equality Index in 2016 and 2017
- We will continue to work towards gaining the Race Equality Charter Mark.

