

Gender Pay Gap Reporting 2022

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

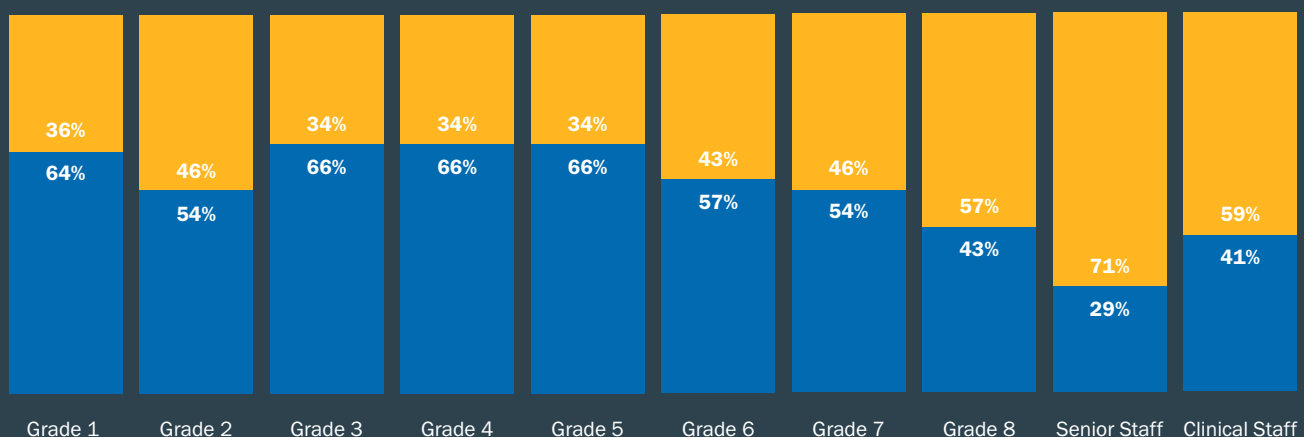
The University

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 31 March 2022, the University employed 6923 staff as defined by the gender pay gap reporting guidelines,¹ of which 54.4% were female and 45.6% 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 2022. Any staff not receiving their full basic pay for reasons such as maternity leave, parental leave, sick leave, special leave, or 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 2020 audit is the most recent audit, and reports on any equal pay gaps within the institution, as at 31st March 2020.

The only significant Gender Equal Pay Gap remains with the professoriate. The University is undertaking work to address this. There continues to be no indication of systematic gender pay discrimination within the University.

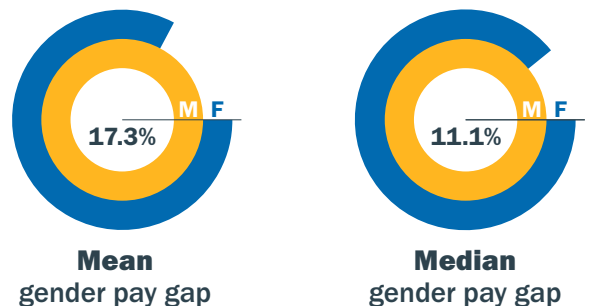
What is gender pay gap?

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

We have published our numbers in line with the gender pay gap reporting guidelines. We are serious about, and committed to, identifying the causes of the pay gap and work to find solutions to address this.

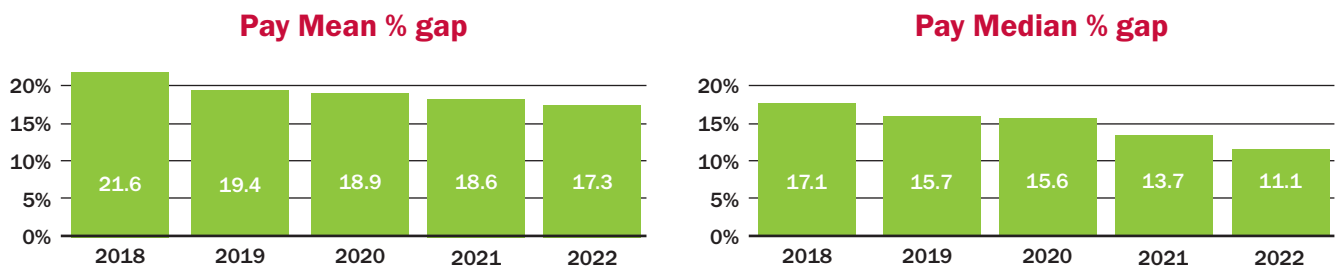
What is the difference between mean pay gap and median pay gap?

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 and Mean GPG 2018-2022

(figures in the below table start from 2018 to current)



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.

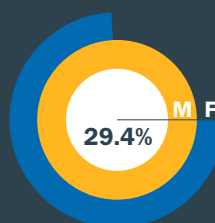
| | | | | |
|------------------------------|----------|-----|-----|----------|
| Upper quartile | F | 42% | 58% | M |
| Upper middle quartile | F | 53% | 47% | M |
| Lower middle quartile | F | 60% | 40% | M |
| Lower quartile | F | 63% | 37% | M |

Understanding the bonus pay gap

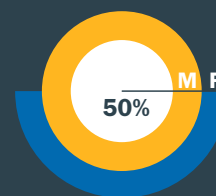
Bonus pay is defined as remuneration relating to profit sharing, productivity, performance, incentive or commission for the period 01 April 2021 to 31 March 2022.

At Cardiff University, our performance related bonuses include senior staff reward performance payments and Outstanding Contribution Awards Scheme (OCAS).

The mean and median bonus pay gap for OCAS is 0%. The mean and median bonus pay gap for Senior Staff Review is 2.7% and 0% respectively.



Bonus Mean

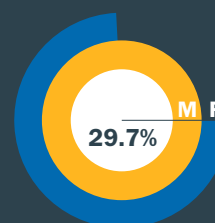


Bonus Median

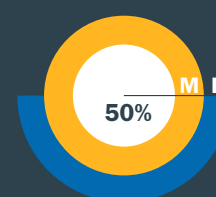
Our bonus pay gap including Clinical Excellence Awards schemes

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. Further background and a definition of the CEA scheme can be accessed via the British Medical Association website.³



Bonus Mean



Bonus Median

difference between mean bonuses is £316 and difference between median bonuses is £500

Note:

- We run a biannual senior salary review for Senior Staff and Professorial staff, which causes corresponding fluctuations.

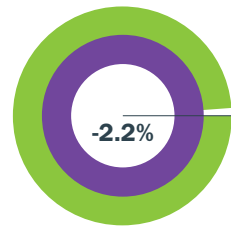
2. UCEA 17:102 Gender Pay – treatment of Clinical Excellence Awards <http://www.ucea.ac.uk/en/empres/epl/gender-pay-gap/gpg-briefings.cfm>

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

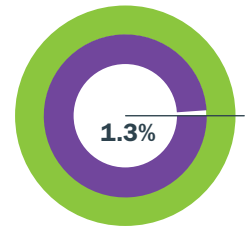
Ethnicity pay gap

Whilst the UK government hasn't released guidance on Ethnicity Pay Gap reporting, we have calculated the gap based on the same guidance and data set for the gender gap reporting and whilst our initial figures look promising, we know that representation at each level of the University needs further work.

This is our fourth year of publishing our findings. For the purposes of reporting our ethnicity pay gap we use those that identify as Black, Asian and other ethnic groups. We recognise that 'BAME' is an imperfect term that encompasses a hugely diverse population.



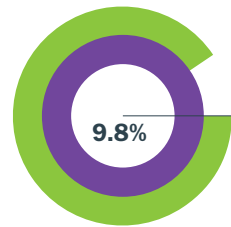
Mean
ethnicity pay gap



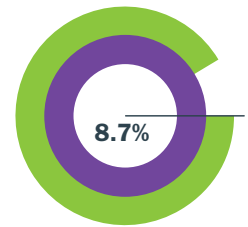
Median
ethnicity pay gap

Disability pay gap

Whilst the UK government hasn't released guidance on Disability Pay Gap reporting, we have calculated the gap based on the same guidance and data set for the gender and ethnicity gap reporting. This year will be the first time we calculate and publish this pay gap.



Mean
disability pay gap



Median
disability pay gap