

Gender Pay Gap Reporting 2019

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

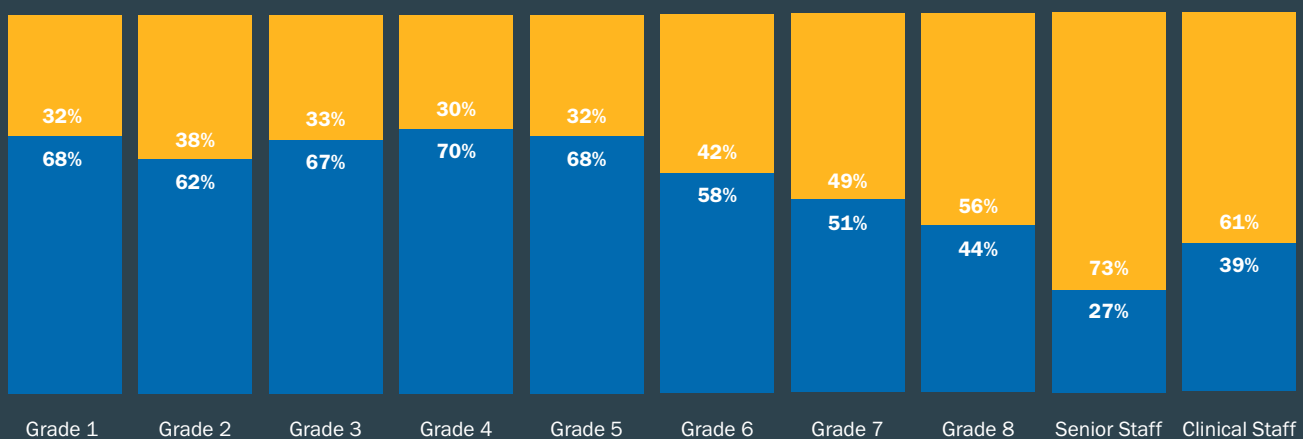
The University

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 2019, the University employed 6109 staff as defined by the gender pay gap reporting guidelines,¹ of which 52.92% were female and 47.08% 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 2019. 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 2017 audit is the most recent audit, and reports on any equal pay gaps within the institution, as at 31st March 2017. Our next audit is to be completed in 2020.

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.

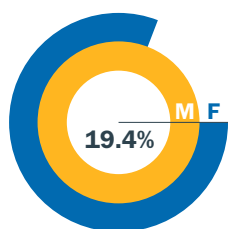
What is gender pay gap?

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

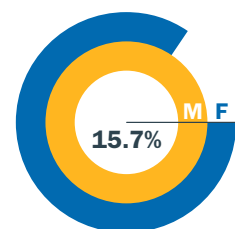
We have published our numbers in line with the gender pay gap reporting guidelines. We are serious about, and committed to, identifying the causes of the pay gap and work to find solutions to address this.

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.



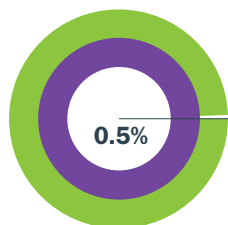
Mean
gender pay gap



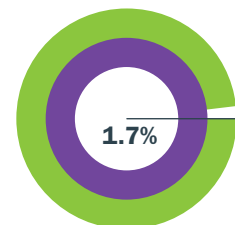
Median
gender pay gap

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.



Mean
ethnicity pay gap



Median
ethnicity 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, and more women than men in the lower grades.

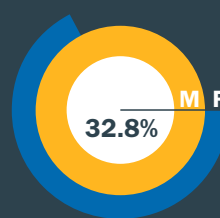
With more men at senior levels, this means our average male salary (median and mean) is higher than the average female salary within the whole organisation.

Upper quartile	F	38%	62%	M
Upper middle quartile	F	50%	50%	M
Lower middle quartile	F	59%	41%	M
Lower quartile	F	65%	35%	M

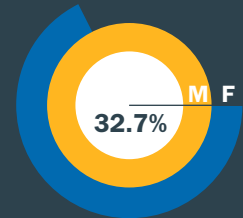
Understanding the bonus pay gap

Bonus pay is defined as remuneration relating to profit sharing, productivity, performance, incentive or commission for the period 01 April 2018 to 31 March 2019.

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



Bonus Mean

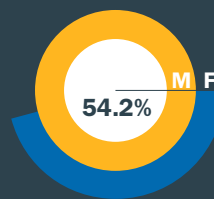


Bonus Median

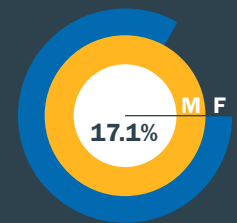
Our bonus pay gap including Clinical Excellence Awards schemes

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

Note:

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

Closing our gender pay gap

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*.

The University has been working to promote gender equality across the organisation for a number of years – but we must do more. Addressing the disparity in gender representation at senior levels takes time, but we are working hard to solve this and are determined to do so.

What we know now:

- The mean gender pay gap has reduced compared to last year by 2.2% and our CEA mean bonus gap has decreased by 23.10%. Whilst recognising that much work is still to be done, we are pleased that there has been a reduction in our gender pay gap between March 2018 and March 2019
- We are aware that the higher numbers of men in senior grades and the higher numbers of women in lower grades is creating a gender pay gap (a difference in the average overall pay between men and women)
- Our recruitment over the period has impacted our gender pay gap due to a higher number of Professorial appointments being male
- We are confident that robust processes are being followed regarding pay and promotions however, the cumulative effect reflects our population distribution
- Some new initiatives have helped reduce the gender pay gap however, other long-standing practices can negatively affect the success of these initiatives.

Where we would like to be:

- Have better representation of men and women at each level, both women in senior positions and also men in grades 1-4
- Continue to further embed a recruitment strategy that ensures a fair and transparent recruitment process for each of our job roles at the University that enables accessibility and attraction for all potential applicants especially from underrepresented groups
- Greater University provision for staff career progression and development. Focused initiatives on gender and ethnicity leadership interventions and career development opportunities for staff with protected characteristics. Build upon the existing staff support and wellbeing provision by embedding our leadership and line manager programmes and implementing our Staff Wellbeing and Mentally Healthy University Strategy with further development of our Dignity and Wellbeing contacts.

Statement of commitments

- Unconscious bias training will be made compulsory for all staff
- Prior to the 2020 academic promotions cycle, review the composition of Promotion Panels to include Readers where there is a need to improve gender diversity and alter where needed
- Identify and implement additional schemes to highlight barriers to recruitment and review processes to promote engagement from a diverse pool of applicants
- Undertake a review in 2020 to diversify our approach to recruitment including utilising specialist recruitment agencies known for their equality, diversity & inclusive values
- Appointment Panels will be diverse
- Undertake the 2020 Equal Pay Audit to identify and explore the causes of any pay gaps arising within grades by gender and ethnicity and identify actions for improvement led by the Equal Pay Working Group. Actions from the audit will be actioned against in 2021
- Strategic Equality plan to be implemented in 2020. The strategic equality plan is a four year strategic commitment to equality at Cardiff University
- Compliment the Strategic Equality plan with a full reward structure review with a commitment to establish a five year reward strategy aligned to the pledges in the plan
- Review current flexible working practices and offerings, promote these internally and ensure all new applicants are aware of these benefits at point of applying for a role with us. Ensure managers are aware of the policies and how they can be effectively managed in their teams
- Create a BAME Leadership group that will look into the barriers contributing to a lack of staff diversity in leadership roles at Cardiff University and identify actions that will promote a culture and environment that supports and enables inclusion and diversity.