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 2018, the University employed 6858 staff as defined by the gender pay gap reporting guidelines, of which 53.7% were female and 46.3% 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.

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 2018.

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.

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.
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.

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 2017 to 31 March 2018.

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

Our bonus pay gap including Clinical Excellence Awards schemes

In line with guidance produced by UCEA\(^2\) 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 CEAs included, 4.4% of all men and 3.8% of all women received a bonus. Further background and a definition of the CEA scheme can be accessed via the British Medical Association website.\(^3\)

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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.

Here are a list of new and ongoing 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**

- Encouraging engagement with career development opportunities for gender and ethnicity at different levels across the academic community
- A positive equality, diversity and inclusion statement has been included in all promotions procedures with visible role models
- Introduced a Professional Services Mentoring Scheme to mirror the Academic Mentoring Scheme
- Continuing development opportunities for female staff including access to the Leadership Foundation for Higher Education’s Aurora programme, and the Springboard Women’s Development programme which is part of our staff development programme
- We continue to review and adapt our workload allocation model to ensure clarity, consistency and fairness of treatment in line with the expectation of the Cardiff Academic, to ensure staff have the time and opportunity to develop their full potential
- Monitor our promotion success rates. It shows a trend of equal success rates for male and female applicants

**External benchmarks**

- We have established a Gender Equality Steering Group to oversee our University-wide Gender Equality Action Plan
- Committed to have all Schools submit to Athena Swan by 2020
- We continue to excel in Stonewall’s Workplace Equality Index. In 2019 we became a Global Stonewall Diversity Champion and the top University for the fourth year running climbing to 11th place. We also retained Top Trans Employer status, one of only 14 organisations in the top 100 to hold the title
- We will produce a comprehensive Race Equality Action Plan to move us towards gaining the Race Equality Charter Mark.

**Recruitment and reward**

- Promoting the use of gender decoders in advertising roles, and trialing blind shortlisting in recruitment to challenge unconscious bias
- Unconscious bias training undertaken, trialling mandatory courses
- Utilising additional recruitment channels to target areas of under representation
- We continue to review the impact of the Senior Reward Strategy implemented in 2017, which introduced a banding structure for professional staff and all Senior Professional Services roles have been evaluated
- Continue to review reward policies and pay decisions to increase transparency and demonstrate equity
- Continue to offer a variety of flexible working practices to support staff and ensure our equality, diversity and inclusion training continues to foster an inclusive culture.