

CARDIFF  
UNIVERSITY

PRIFYSGOL  
CAERDYDD

# Gender Pay Gap Reporting 2023

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 recognise 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 fundamental principles throughout our community.



# Opening statements

As the first woman to become the Vice-Chancellor for Cardiff University, I am particularly pleased to introduce the 2023 Gender Pay Gap report which shows the difference in the average pay between men and women in our workforce. While we are making progress, there is further work to do. As we develop a shared sense of our future university, enhancing equality, diversity and inclusion play a huge part in this.

Cardiff University was the first Welsh Higher Education Institution to publish gender pay gap information and this shows our commitment to transparency about pay. We are serious about identifying the causes of the pay gap and coming up with solutions to address this. We recognise that tackling the disparity in gender representation at senior levels will take time, but we are continuously reviewing, monitoring and addressing gender equality in the workplace and we can see the benefits in this report.



We aspire to achieve the Athena Swan Charter Silver and the Race Equality Charter Bronze Award. Our work in these areas is a true representation of our commitment to fully embedding a whole-of-institution approach to both gender equity and anti-racism, and to eradicating inequalities of all forms at Cardiff University.

**Professor Wendy Larner**  
Vice-Chancellor

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Cardiff University is a proudly Welsh institution with a global view and reach. The values of Equality, Diversity, Inclusion and anti-racism are for us non-negotiables; values that we aspire to uphold as an employer and underpin the community of trust and belonging – in Welsh, *cynefin* – that we strive to provide for staff and students. As Chair of the University's Equality, Diversity and Inclusion Committee, I am committed to championing meaningful inclusive practice in the workplace.

We look forward to publishing the University's new Strategic Equality Plan this year. It will dovetail with the strong commitments of Welsh Government in this space, while also achieving a distinctive place-based shape for our EDI and anti-racist culture.

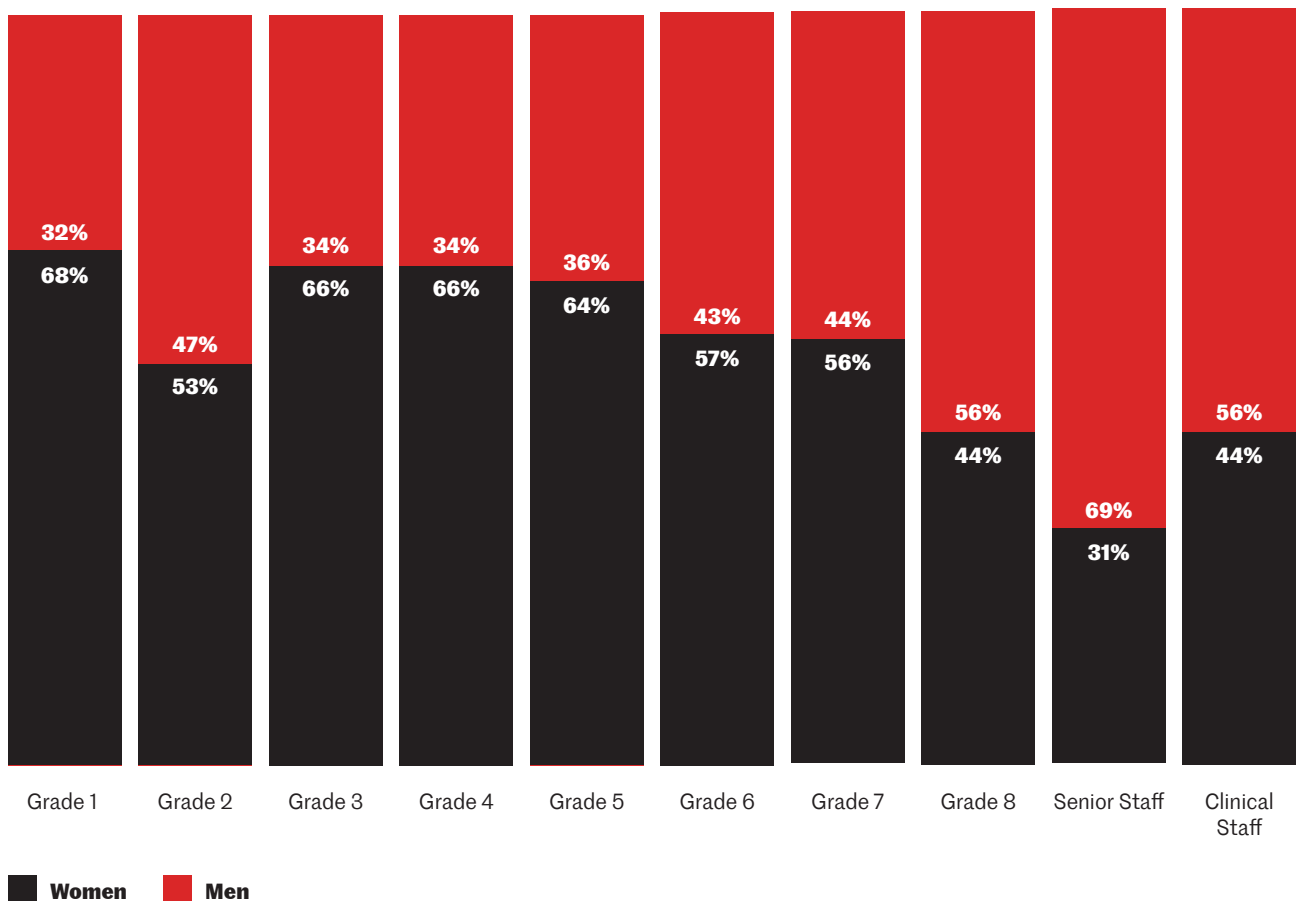


The gender pay gap report will inform our work, underpinning objectives and defining our actions. Our pay gap is decreasing, but while it remains a gap, concerted work must continue.

**Professor Damian Walford Davies**  
Deputy Vice-Chancellor

## Gender Pay Gap Reporting 2023

As at 31 March 2023, the University employed 7150 staff as defined by the gender pay gap reporting guidelines of which 56% are women and 44% men. 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 2023. 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

The University carried out a recent equal pay audit, using a snapshot date of 1 September 2023 following changes to its pay structures. This now includes a new grade 9.

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.

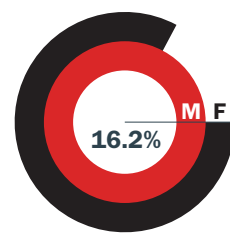
## What is gender pay gap?

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

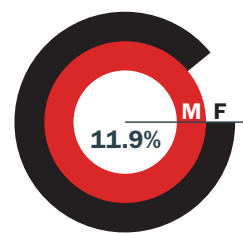
We have published our numbers in line with the gender pay gap reporting guidelines. We are serious about, and committed to, identifying the causes of the pay gap and work to find solutions to address this.

## 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.



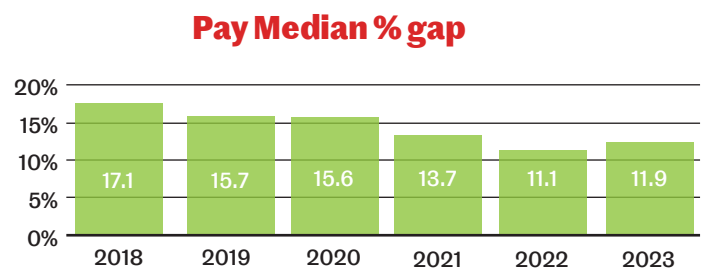
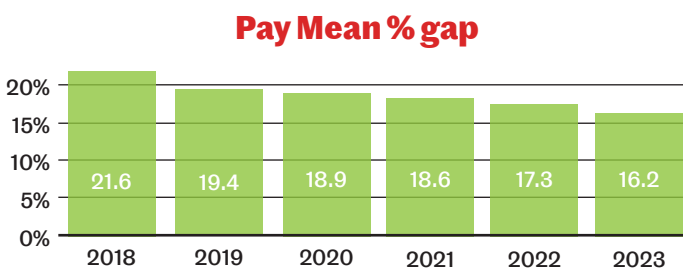
**Mean**  
gender pay gap



**Median**  
gender pay gap

## Median and Mean GPG 2018-2023

(figures in the table below start from 2018 to 2023)





## Understanding the pay gap

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

At Cardiff University, 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.

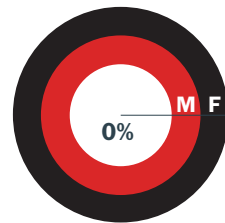
<b>Upper quartile</b>	<b>F</b>	41%	59%	<b>M</b>
<b>Upper middle quartile</b>	<b>F</b>	55%	45%	<b>M</b>
<b>Lower middle quartile</b>	<b>F</b>	60%	40%	<b>M</b>
<b>Lower quartile</b>	<b>F</b>	64%	36%	<b>M</b>

## Understanding the bonus pay gap

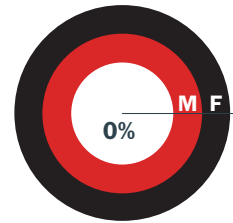
Bonus pay is defined as remuneration relating to profit sharing, productivity, performance, incentive or commission for the period 01 April 2022 to 31 March 2023.

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

The mean and median bonus pay gaps for OCAS are 0%. There was no senior staff performance review carried out within this reference period.



**Bonus Mean**

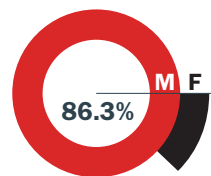


**Bonus Median**

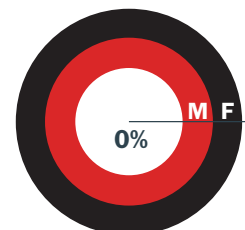
## Our bonus pay gap including Clinical Excellence Awards schemes

In line with guidance produced by UCEA<sup>2</sup> 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.<sup>3</sup>



**Bonus Mean**



**Bonus Median**

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

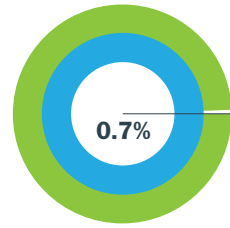
2. UCEA 17:102 Gender Pay – treatment of Clinical Excellence Awards  
<http://www.ucea.ac.uk/en/empres/epl/gender-pay-gap/gpg-briefings.cfm>

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

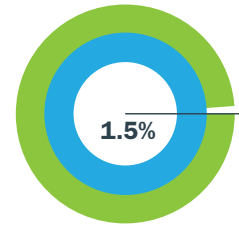
## Ethnicity pay gap

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.

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.



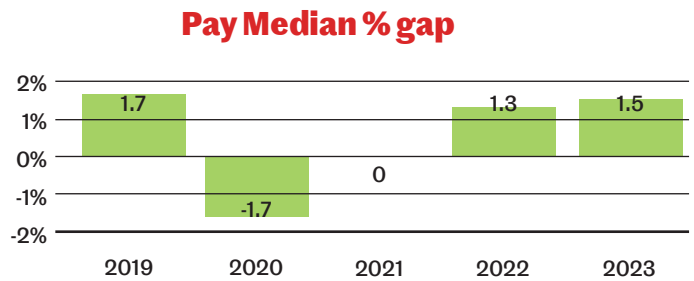
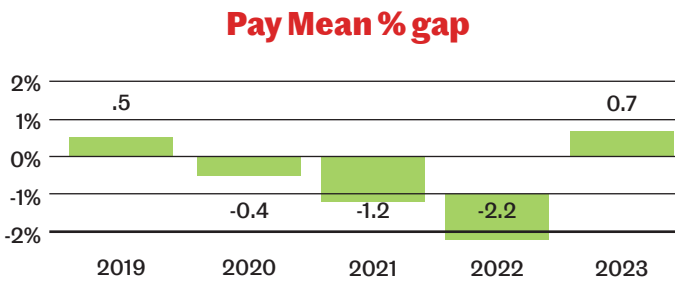
**Mean**  
ethnicity pay gap



**Median**  
ethnicity pay gap

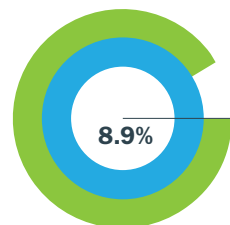
## Median and Mean EPG 2019-2023

(figures in the table below start from 2019 to 2023)

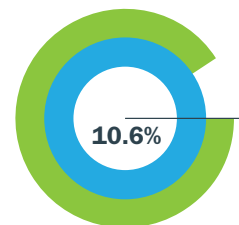


## Disability pay gap

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.



**Mean**  
disability pay gap



**Median**  
disability pay gap

# Closing our gender pay gap

Cardiff University is a Welsh institution with a global view, committed to supporting, developing and promoting equality diversity and inclusion in all its practices and activities to provide a positive working and learning environment for all. Our ongoing diversity work is to improve our equality and diversity profile, signalling our long-term commitment to championing equality of opportunity and promoting effective and inclusive practice in Higher Education.

## What we already know:

As a university, our staff are key to our success, we recognise that pay diversity is a serious issue for us, as for the Higher Education Sector and society more broadly. To be clear, the gender pay gap is not an issue of equal pay – we are confident that staff are paid fairly for doing equivalent jobs across our university and we continue to take action to address any gaps and to make sure our policies and practices are fair in this regard. In January 2023, the University restructured its Grades 1 and 2 pay points to support its lowest paid staff members and, in August 2023 made similar changes to Grades 3 to 8 and created a new Grade 9. All our grades are underpinned by job evaluation using either the HERA or Hay methodologies. Following consultation with the campus trade unions, in August 2023 the University also introduced a new Enhanced Payments policy to provide a consistent approach to overtime and on call payments for Grades 1 to 4 across the Institution. We are confident that robust processes are being followed regarding pay and promotions supported by our mandatory Equality Diversity and Inclusion (EDI) and unconscious bias training however the cumulative effect reflects on our population distribution.

Our gender pay gap can be attributed to the distribution of our men and women across our grading structures. Our profile, whilst constantly evolving, continues to have more men in higher grades and more women in lower grades. This also reflects in our recruitment figures. This is why work to diversify our recruitment is continuing, including but not limited to our approach to advertising and the use of search agents, our job profiles and our interview practices. This is an area in which we are continuing to improve, but we need to do more and our aim over the coming years is to continue our work to better balance representation across all our job grades and thereby reduce our pay gaps further.

## What next

We have created a new Equality Diversity and Inclusion (EDI) Hub which has already begun work on the development of our next Strategic Equality Plan for 2024-2028 with extensive consultation underway within and outside the University. We have a new refocused Gender Equality Steering Group under new leadership focused on the next Athena Swan submission due in May 2025. We are focused on our development activities including our Academic Promotions Development Programme which will be expanded to all other academic levels next year, the new Diversifying Senior Leadership Programme, Elevate, Springboard and Aurora to help create and develop a pipeline for career progression.

Our work will be focused on our commitment to:

- fostering a supportive work environment which supports staff wellbeing and enables healthy working lives.
- supporting the development of a sustainable workforce aligned to the University's Strategic Ambitions
- ensuring Inclusion for all, supporting a diverse and inclusive university community that celebrates diversity and challenges inequalities.
- fostering a culture of engagement that nurtures innovation, creativity and the development of our staff.
- attracting and retaining a global, diverse and talented workforce.