

Gender Pay Gap Reporting 2025

Our path to 2035

Our future direction has been heavily shaped by our past.

We were the first Welsh University to admit women and the earliest chartered institution in the UK to employ women as professors. We have stood alongside our neighbours in the city over generations, providing an inclusive welcome to those displaced by war or needing sanctuary.

Student volunteerism and activism represent a rich archival theme in our history, demonstrating our pride in a tradition of enabling free speech and debate, and encouraging civic participation and action. Our strategy to 2035 embodies our commitment to delivering a better world for future generations, which is a new manifestation of our progressive history.

Integral to our strategy is our commitment to equity of pay, treatment and opportunity, and to promoting diversity and inclusivity in all our practices and activities.



Opening statements



Our University's gender pay gap this year shows a small increase of 0.6% in the mean gap, alongside a 0.3% reduction in the median. While these shifts are modest, the rise in the mean is not the progress we had hoped for. It is the first time our overall direction has moved away from our long-term goal, and we recognise how disappointing that feels given the commitment and effort invested across the University.

However, the continued decline in the median gap is encouraging and a positive indicator that our efforts are making a difference, even if our desired pace is not yet where we want it to be. We remain firmly committed to this journey.

The twelve months leading up to 31 March 2025 were marked by significant financial pressures compelling us to make difficult decisions. We are taking steps to transform and are continuing to adjust the size and shape of the University to ensure long-term financial and academic sustainability. Despite these challenges, our focus remains steady.

We will continue to track our progress, improve our practices, and take meaningful steps to reduce the gender pay gap. This remains as important to us as our continuing work towards ensuring the long-term academic and financial sustainability of our University. Our commitment to equity and positive change in the interests of both our present and our future communities is strong, and we will keep moving forward together.

Professor Wendy Larner
The President and Vice-Chancellor



Over the past year, we have introduced a range of initiatives to strengthen the benefits we offer staff – from enhanced family-friendly policies to a flexible working scheme and an annual leave purchase option.

These changes have been warmly welcomed, and they reflect our ongoing commitment to supporting colleagues at every stage of their lives. At the same time, we recognise that individual choices and organisational developments can, collectively, influence our gender pay gap profile and we remain committed to addressing that gap.

Cardiff has a proud history of nurturing and championing female talent. Women across our University have been nurtured by it and have made influential contributions to the wider sector – including those who have stepped into leadership roles at other institutions. Their achievements are a testament to the strength of our community, the

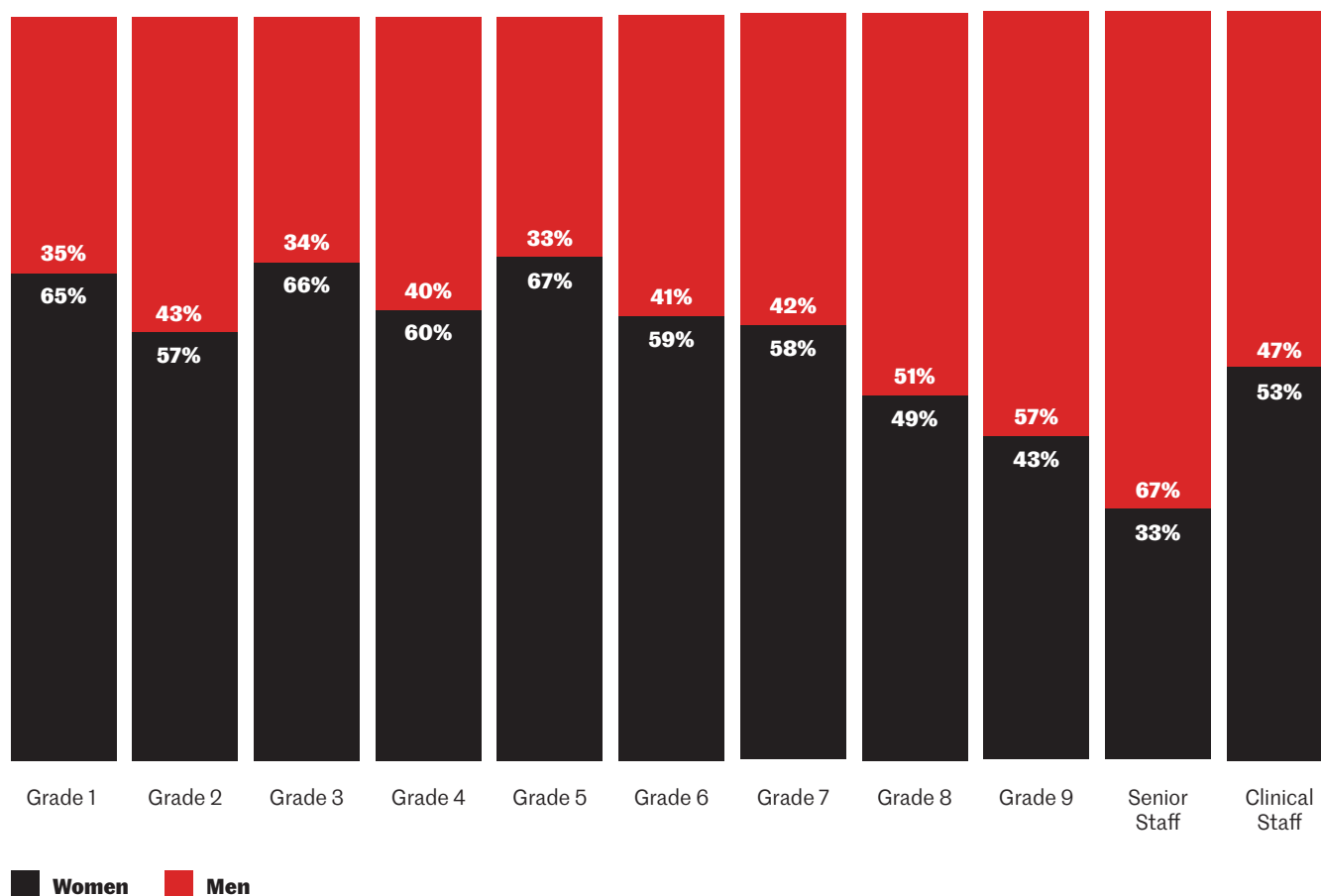
impact of our leadership development, and our belief that talent thrives when people feel supported and valued.

We remain dedicated to building a workplace where women lead, excel and continue to drive positive change – here in Cardiff and far beyond.

Professor Damian Walford Davies
Provost and Deputy Vice-Chancellor

Gender Pay Gap Reporting 2025

As at 31 March 2025, the University employed 7161 staff as defined by the gender pay gap reporting guidelines of which 55.7% are women and 44.3% 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 9 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 7.



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 2025. 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.
2. Grade 9 was introduced in August 2023.

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

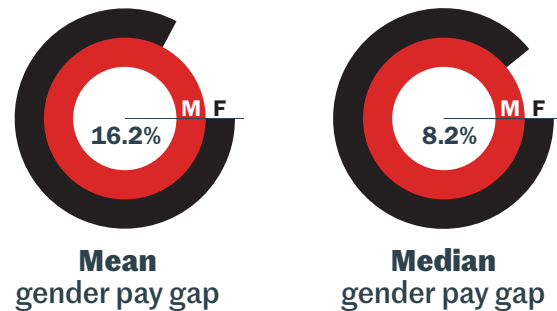
The University carried out an equal pay audit, using a snapshot date of 1 September 2023 following changes to its pay structures. The only significant Gender Equal Pay Gap remains with the professoriate. The University is undertaking work to address this. There continues to be no indication of systematic 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.

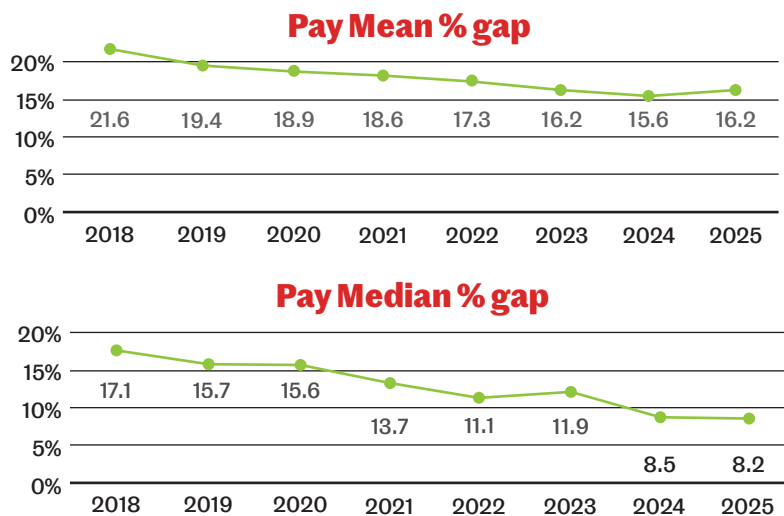
What is the difference between mean pay gap and median pay gap?

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 2018-2025

(figures in the tables start from 2018 to 2025)



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.

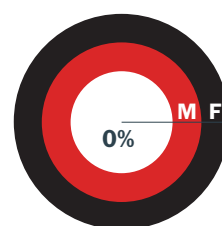
Upper quartile	F	41%	59%	M
Upper middle quartile	F	57%	43%	M
Lower middle quartile	F	60%	40%	M
Lower quartile	F	66%	34%	M

Understanding the bonus pay gap

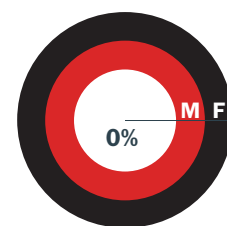
Bonus pay is defined as remuneration relating to profit sharing, productivity, performance, incentive or commission for the period 01 April 2024 to 31 March 2025.

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%. A senior staff performance review was not carried out within this reference period.



Bonus Mean



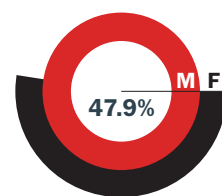
Bonus Median

Our bonus pay gap including Clinical Excellence Awards schemes

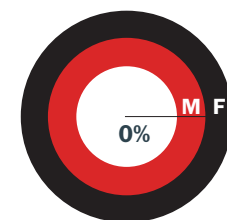
In line with guidance produced by UCEA² the University has classified Clinical Excellence Awards (CEAs) as bonus pay for the purpose of gender pay gap reporting.

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

CEAs is now being phased out and replaced by Clinical Impact Awards.



Bonus Mean



Bonus Median

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

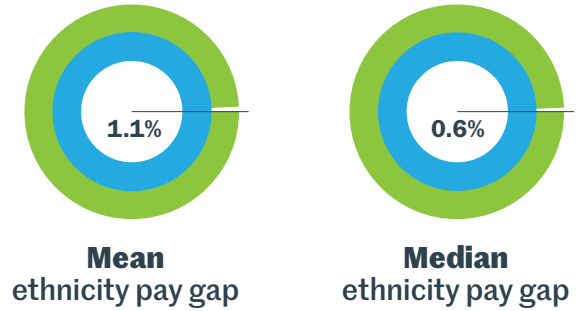
2. UCEA 17:102 Gender Pay – treatment of Clinical Excellence Awards
<http://www.ucea.ac.uk/en/empres/epl/gender-pay-gap/gpg-briefings.cfm>

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

Ethnicity pay gap

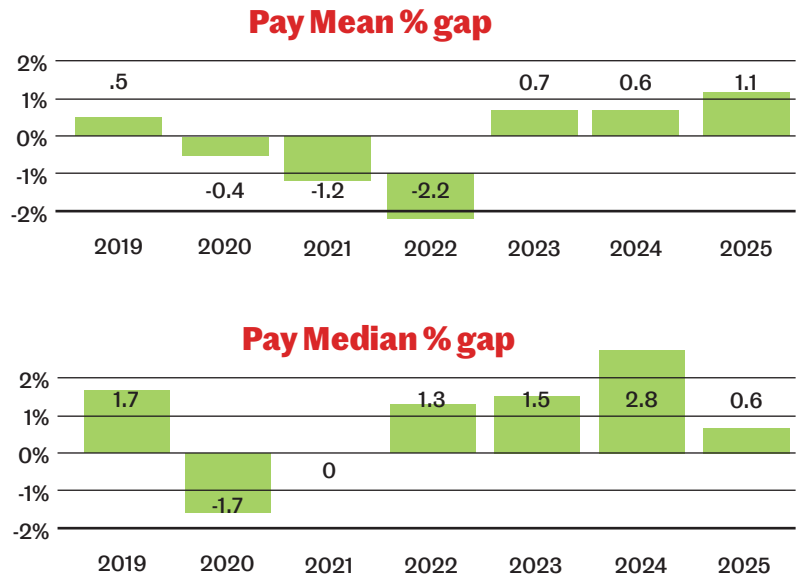
Whilst the UK government hasn't released guidance on Ethnicity Pay Gap reporting, we have calculated the gap based on the same guidance and data set for the gender gap reporting and whilst our initial figures look promising, we know that representation at each level of the University needs further work.

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.



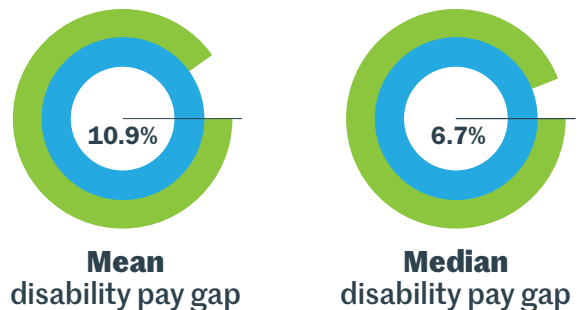
Median and Mean EPG 2019-2025

(figures in the tables start from 2019 to 2025)



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.



Our Transformation Journey

At Cardiff University, our ambition is clear: to create a fair, inclusive and forward-looking institution in which every student and colleague has the opportunity to thrive. This vision underpins our transformation journey, our equity, diversity and inclusion work, and our long-term commitment to closing the gender pay gap.

This year's gender pay gap results show that progress has not followed the trajectory we had hoped for, and we recognise the disappointment this brings. We remain committed to addressing that gap.

A Year of Significant Change

During this reporting period, we undertook a major review of the size and shape of our academic disciplines—work that forms a crucial part of our wider transformation journey and our commitment to securing sustainability – holistically conceived. This effort is helping us understand where we can grow, where improvement is needed, and where we may need to rethink our approach.

There were difficult but necessary decisions to make, shaped by a challenging financial landscape and the imperative of building a stable and sustainable future for Cardiff University. The University introduced its first Voluntary Severance Scheme and paused several key recognition and reward processes, including promotions, the Senior Salary Review and the Outstanding Contribution Award.

These changes have undoubtedly influenced our data, and the next reporting period will reflect the further workforce measures introduced under our academic transformation programme, including Voluntary Redundancy and Early Retirement Schemes for academic colleagues, as well as a further Voluntary Redundancy Scheme for Professional Services.

While the transformation programme will continue through to 2027, we remain focused on ensuring that the long-term outcome is a stronger, more resilient University.

Pausing to Strengthen Our Foundations

The pause on recruitment and reward activity provided an important opportunity to review and strengthen our internal processes. Many of the revised arrangements and improved frameworks – with equity of reward and opportunity at their heart - will take effect during 2026.

During this reporting period, we also introduced higher pay points within each grade and increased starting salaries – action that reflects our commitment to equal pay for work of equal value and contributed to a reduction in the median gender pay gap within affected groups.

In addition, we continued to progress work on our culture, behaviours and values, ensuring they support the kind of University we aspire to be.

Progress in Equality, Diversity and Inclusion

Even with some activities paused, we continued to move forward with the priorities in our Strategic Equality Plan (2024–2028). Our vision of an inclusive Cardiff University – one that celebrates diversity and removes barriers to participation, progression and success – remains central to everything we do.

Building on our Athena Swan Bronze Award, we are now preparing for an institutional Silver submission in 2026, demonstrating our ambition to advance equality across the whole University.

We are committed to becoming an actively anti-racist institution. Since 2023, we have taken significant strides on our Race Equality Charter (REC) journey, underscoring our dedication to advancing race equality. We are proud that Cardiff University was awarded the REC Bronze Award in March 2025, reflecting our ongoing efforts to understand and diversify our institutional culture.

We launched our new Introduction to Race Equity module to help colleagues deepen their understanding of race equity, racism, privilege and belonging. We also proudly took part in Advance HE's first all-Wales Diversifying Leadership Programme, supporting Global Majority/Black, Asian and Minority Ethnic colleagues to grow their leadership capabilities and increase their leadership visibility.

We further strengthened support for working parents by enhancing our family-friendly policies. Since May 2023, maternity, adoption/surrogacy and shared parental pay have increased to 26 weeks of full pay, and paternity/partner leave has doubled from two to four weeks. These enhancements reflect our commitment to fair, supportive and inclusive working conditions.

Our Ongoing Commitment

While the University continues to navigate significant organisational change, our commitment remains clear and unwavering: to our people, to ensuring equal pay and fair treatment, to widening opportunity, and to sustaining a diverse, open and inclusive community – in Welsh, a trusted cynefin – in which all colleagues can thrive.

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