

# Gender Pay Gap Reporting 2024

## Our Future, together

We have co-created our  
vision for the future of  
Cardiff University.

Launched in 2024, charting our course to  
2035, our mission is to co-create and share  
new knowledge, to deliver a better world for  
future generations.

We do this by:

- offering an excellent educational experience for students of all backgrounds and experiences, and a commitment to flexible lifelong learning that creates positive change
- generating new knowledge that tackles the big challenges, co-creating solutions with global and local communities
- acting as an anchor institution in our city-region, delivering cultural, social, economic and environmental benefit for Cardiff, Wales and the world

Integral to our strategy is our commitment to equal pay, treatment and opportunity, to supporting diversity and creating an open and inclusive community and to supporting, developing and promoting equity and diversity in all our practices and activities.



# Opening statements

At Cardiff University we are deeply committed to promoting equity, diversity, and inclusion across all aspects of our activities. While it is encouraging to see steady progression in reducing the gender pay gap, we recognise that there is still significant work to be done for both gender, ethnicity and disability pay gaps. With our new vision in place for the future, enhancing equity, diversity and inclusion will be crucial in achieving our ambitions.

Cardiff University recently received the Race Equality Charter Mark (REC) Bronze award in recognition of our progress to understand and tackle the challenges faced by our Black, Asian and minority ethnic communities. The award signals the starting point of important work that will transform our commitment to race equality into bold actions that are both sustainable and integrated, ensuring meaningful change in our institution. This work will shortly be mirrored in the resubmission of our Athena Swan Charter mark.

Our university will continue to work with local and global communities to tackle injustice and strive for fairness. We will welcome and accept people for who they are – a community where we know and value each other and understand what matters to us. Our aim is to become an employer and educator of choice, with a vibrant, international staff and student body that is also representative of our city-region.

**Professor Wendy Larner**  
The President and Vice-Chancellor



In 2024, we launched our Strategic Equality Plan, developed collaboratively with staff, students and stakeholders, and did so in a form that aligned clearly with '**Our future, together**' - our Cardiff University strategy.

The Strategic Equality Plan serves as our north star in achieving *Cynefin*, *Tegwch*, and *Cyfrannu* – Belonging, Equity, and Contribution by all.

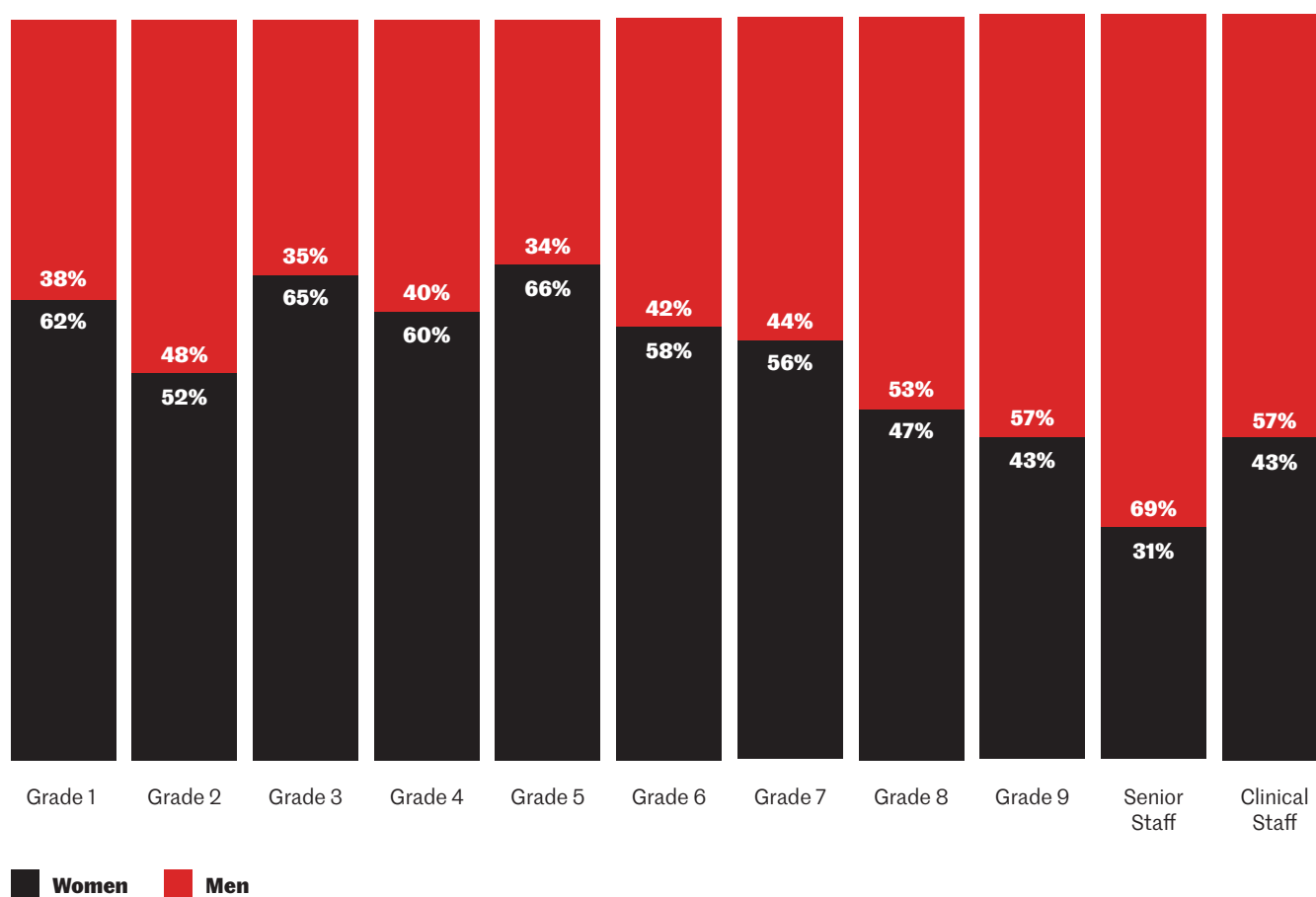
The plan outlines clear actions and objectives aimed at fostering equity within the University. I am hopeful that every member of our Cardiff University community will actively contribute to the successful implementation of our Strategic Equality Plan so that its objectives can be achieved across all that we do.

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



## Gender Pay Gap Reporting 2024

As at 31 March 2024, the University employed 7325 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 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.
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 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.

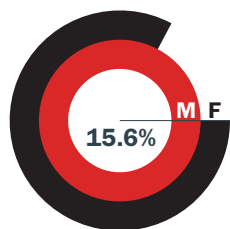
## What is gender pay gap?

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

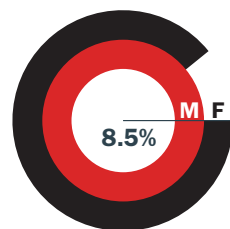
We have published our numbers in line with the gender pay gap reporting guidelines. We are serious about, and committed to, identifying the causes of the pay gap and work to find solutions to address this.

## 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.



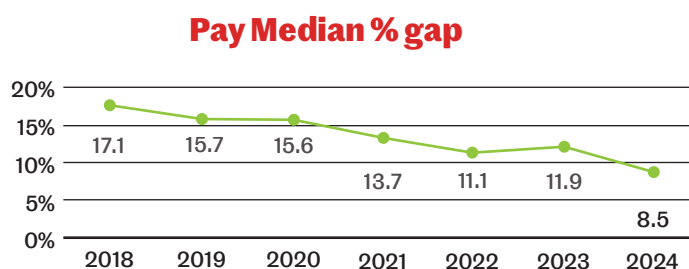
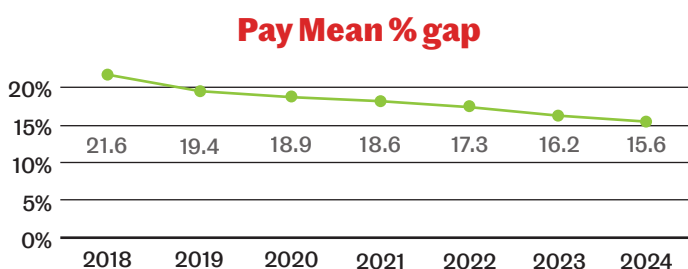
**Mean**  
gender pay gap



**Median**  
gender pay gap

## Median and Mean GPG 2018-2024

(figures in the table below start from 2018 to 2024)





## 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>	42%	58%	<b>M</b>
<b>Upper middle quartile</b>	<b>F</b>	57%	43%	<b>M</b>
<b>Lower middle quartile</b>	<b>F</b>	59%	41%	<b>M</b>
<b>Lower quartile</b>	<b>F</b>	66%	34%	<b>M</b>

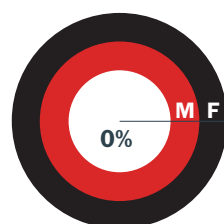
## Understanding the bonus pay gap

Bonus pay is defined as remuneration relating to profit sharing, productivity, performance, incentive or commission for the period 01 April 2023 to 31 March 2024.

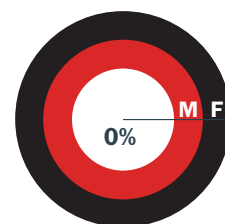
At Cardiff University, our performance related bonuses include senior staff performance payments and Outstanding Contribution Awards Scheme (OCAS).

The mean and median bonus pay gaps for OCAS are 0%. A senior staff performance review carried out within this reference period.

The mean and median bonus pay gaps for the senior staff performance review is -5.6% mean and 0% median.



**Bonus Mean**



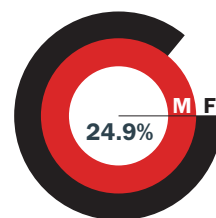
**Bonus Median**

## Our bonus pay gap including Clinical Excellence Awards schemes

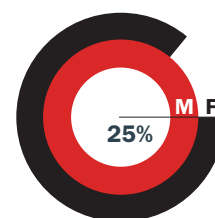
In line with guidance produced by UCEA<sup>2</sup> the University has classified Clinical Excellence Awards (CEAs) as bonus pay for the purpose of gender pay gap reporting.

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>

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>