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Report on Gender, Ethnicity and Disability Pay Gaps

2023

Cardiff Metropolitan University Report on Gender, Ethnicity and Disability Pay Gaps 2023

This report contains the outcomes of Cardiff Metropolitan University's analysis of the gender, ethnicity and disability pay gaps in 2023. The analysis of the University's Ethnicity Pay Gap and Disability Pay Gap is included for the second consecutive year; for the first time we have also incorporated intersectionality data. Unlike the gender pay gap analysis, these new analyses are not mandatory but form part of the University's wider commitment to equality, diversity and inclusion. The report therefore reflects the University's values and strategic ambitions, as exemplified in the new *Strategy 2030*, and outlines actions taken to address the pay gaps.

Cardiff Met is a progressive university, working with purpose, impact and compassion to make economies more prosperous, societies fairer, cultures richer, environments greener and communities healthier. We work in partnership with our students and staff to transform lives and communities through our high-quality, high-impact education informed by our cutting-edge research and innovation.

Our high-performance culture is steered by our ethos of compassionate leadership which emphasises the importance of listening, leading, coaching and supporting all members of our community to achieve their full potential thus enabling us to achieve our ambitions. This ethos is formed from our values of Creativity, Innovation, Inclusion and Trust and our behaviours of Leadership, Courage, Accountability and Agility; our values and behaviours are underpinned by the principles of academic freedom and institutional autonomy. Together, these values, behaviours and principles provide a moral compass that guides the institution, and bringing out the best in our students and staff helps to guide us as we collaborate across the globe.

We are committed to social, cultural, economic and environmental responsibility; our education, research and innovation is designed to deliver positive impacts for equality, social inclusion and environmental sustainability, locally, nationally and internationally.

Recognising the intersectionality of factors that can both exclude learners from university and reduce the benefits and impacts of education, we will continue to tackle discrimination in all its forms. We will continue to break down cultural barriers, making our community more inclusive and representative of those we seek to serve and we will recruit, support and develop our people to reflect our diverse communities, investing in building the skills and attributes needed to work equitably with individuals and groups of all backgrounds in Wales, the UK and globally.

Cardiff Met is an accredited Real Living Wage employer and remains committed to paying its staff in accordance with the Real Living Wage rates. We offer good flexible working arrangements for our people, including options for part-time, job share and hybrid working. We provide regular learning opportunities including leadership development programmes, mentoring and coaching, and skills development to help everyone grow. These opportunities include initiatives tailored to specific groups who are under-represented in

parts of our University and are designed to ensure that everyone has the right support to progress their career.

Our employee diversity networks help us to build an inclusive culture for all within the University and, within the new strategic context, will play an even greater role in informing policy and practice across the organisation.

Equality, Diversity, and Inclusion are central to creating and fostering a working and learning environment for all. We engage actively in initiatives that allow us to grow into a more equitable and inclusive University, tackling challenges and disparities that hinder equal representation, progression and outcomes for all. To support our journey at Cardiff Met, we have identified Advance HE's Race Equality and Athena SWAN Charter Marks as drivers for change.

Since our successful institutional Athena SWAN award in 2019, we have continued to take a whole-institution approach, with all of our five Schools committing to making individual applications. Currently two Schools hold Bronze awards and one School holds a Silver award. We will continue to embed and uphold the key principles of Athena SWAN within our University and maintain a practical and informed strategy to advance gender equality for all academic and professional staff.

In September 2020, the University made an unwavering commitment to embed racial justice and equality in all parts of our institution, moving beyond just 'talk' to a call to action for everyone within our community and reach. We firmly believe that this is an issue that requires ownership from all to ensure lasting cultural change and that the Race Equality Charter will support us on this journey; we are aiming to submit our application in 2024.

Publishing our *Report on Gender, Ethnicity and Disability Pay Gaps 2023* is an important element of our work on inclusivity. In recent years we have made significant progress in closing our gender pay gap which is down further from 8.42% last year to 6.87% this year compared to a sector median of 11.1% (UCEA, 2023). Of particular note is the very significant progress we have made in closing the gender pay gap at levels one to three covering the three highest tiers of leadership across the organisation where, from 2023/24 the gender pay gap has very nearly been eliminated entirely.

However, we are not complacent, and closing all pay gaps entirely remains an ongoing priority and commitment.



Professor Cara Aitchison
President and Vice-Chancellor

*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.

Introduction

As part of statutory requirements under the Equality Act 2010 we report on our annual analysis of the gender pay gap at Cardiff Met.

In addition, for the second consecutive year we are reporting the results of the University's Ethnicity Pay Gap and Disability Pay Gap analysis and for the first time considering intersectionality data.

We prepare this report as part of our equality, diversity, inclusion commitment so that we understand and monitor our position and identify actions to take, regardless of whether it is a statutory requirement.

Cardiff Met Data

The data below provides a breakdown of staff demographics by sex, ethnicity and disability.

Sex	Staff (March 2023)		Census 2021 Benchmark
	N	%	%
Male	653	42%	49%
Female	894	58%	51%

Ethnicity	Staff (March 2023)		Census 2021 Benchmark
	N	%	%
White	1361	88%	82%
Black, Asian and Minority Ethnic (BAME)	139	9%	18%
Unknown	46	3%	-

Disability	Staff (March 2023)		Census 2021 Benchmark
	N	%	%
No Disability	1470	95%	82%
Disability	77	5%	18%

Definitions

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 Met supports the principle of equal pay for work of equal value and its systems, practices and policies are based on these principles.

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.

The mean and the median are measures of central tendency within data sets, used as industry standard to analyse pay gaps.

Mean- the mean (average) involves adding together the pay or bonuses of staff and then dividing by the total number of staff.

Median – the median is the middle value of all hourly rates when ranked. That is the amount paid to staff in the middle of the list, if staff are listed in order of pay or bonus. We look at the median as it's less affected by numbers at the top end of the pay range.

GENDER PAY GAP 2023

Gender Representation within Cardiff Metropolitan University (March 2023)

As at 31 March 2023, the University employed 1547 staff as defined by the gender pay gap reporting guidelines*, of which 57.8% are female and 42.2% are male.

Cardiff Metropolitan Gender Pay Gap 2023

The gender pay gap shows the difference in the average pay between men and women in the workforce. A gender pay gap is created, for example, when more men than women are employed in senior roles or more women than men are employed in lower paid jobs.

Mean Pay Gap

The mean pay gap is the difference between the average hourly earnings of men and women.

Average mean gender pay gap using hourly pay	31/03/2019	31/03/2020	31/03/2021	31/03/2022	31/03/23
Female Mean as a Percentage of Male Mean	9.90	11.25	11.23	11.31	9.98

- Our mean pay gap is 9.98%
- The mean pay gap has decreased from 11.31% since 2022

At Cardiff Met, our mean pay gap is caused by an over representation of women at our lower grades, which has resulted in the average hourly earnings of women to be lower than that for men (see figure 1 below).

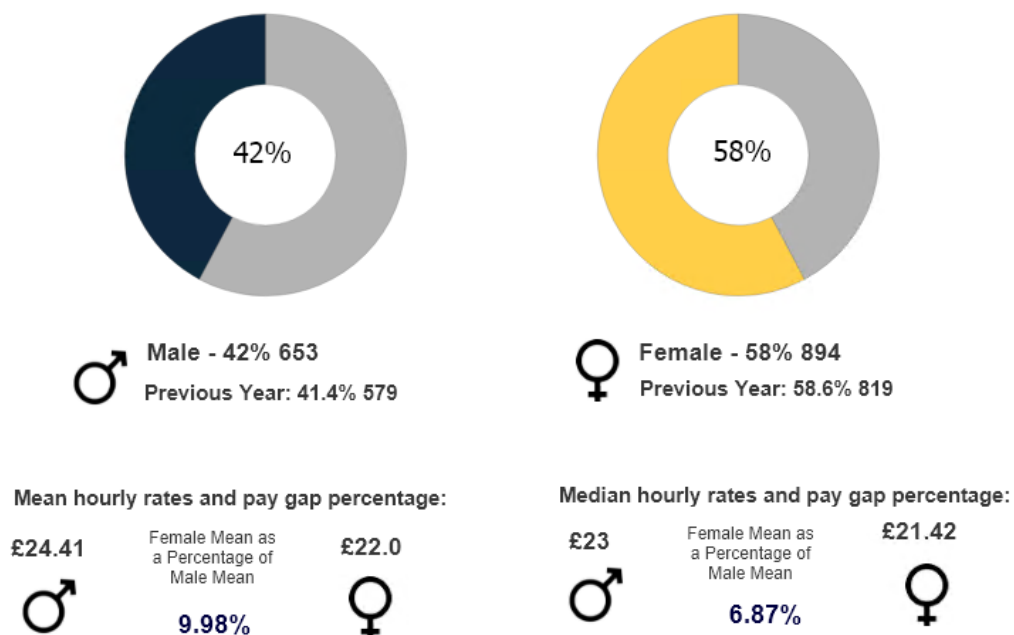
Median Pay Gap

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women.

Average median gender pay gap using hourly pay	31/03/2019	31/03/2020	31/03/2021	31/03/2022	31/03/23
Female Median as a Percentage of Male Median	11.10	14.24	8.47	8.42	6.87

- Our median pay gap for women is 6.87%
- The median pay gap has decreased from 14.24% since 2020

Figure 1:



There has been some increase in the representation of women in the top quartile and a decrease in the representation of women in all other quartiles.

Cardiff Metropolitan Gender Bonus Gap 2023

Bonus Pay Gap	31/03/2019	31/03/2020	31/03/2021	31/03/2022	31/03/2023
Percentage of Men Receiving Bonus Pay	0.4	0.5	0.73	0.35	0
Percentage of Women Receiving Bonus Pay	0.2	0.2	0.84	0.16	0

- 0% of women were awarded a bonus.
- 0% of men were awarded a bonus.

Bonus Pay Gap	31/03/2019	31/03/2020	31/03/2021	31/03/2022	31/03/2023
Women's Bonus Pay Mean Percentage	18.2	1.75	49.72	18.8	0
Women's Bonus Pay Median Percentage	0	0	84.05	0	0

- The mean bonus gap is 0%.
- The median bonus gap is 0%.

There has been a decrease in the bonus pay gap since March 2021. For many years we have operated a contractual bonus scheme for a very small section of our workforce which has impacted on the gender bonus gap. This scheme no longer exists which has positively impacted on the gender bonus gap and for the first year is now 0%.

Pay by Quartile

The tables below show hourly pay by quartile for the University. It shows that there is a higher proportion of women in all quartiles compared to men. However, the proportion of women in the lower middle and lower quartiles is significantly higher than the number of men and this is driving our gender pay gap.

At Cardiff Met we operate an incremental progression pay model where employees progress each year through the pay range until they reach the maximum pay point for their grade.

Figure 2 - 2022

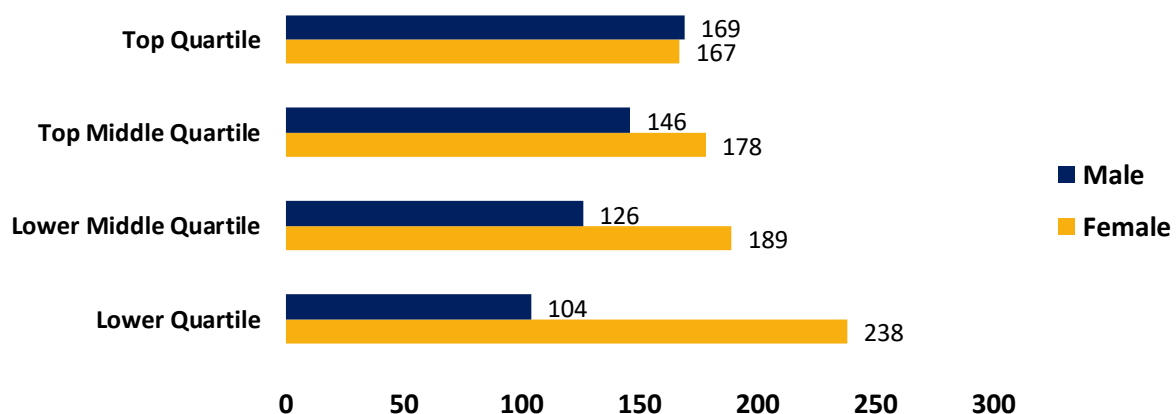
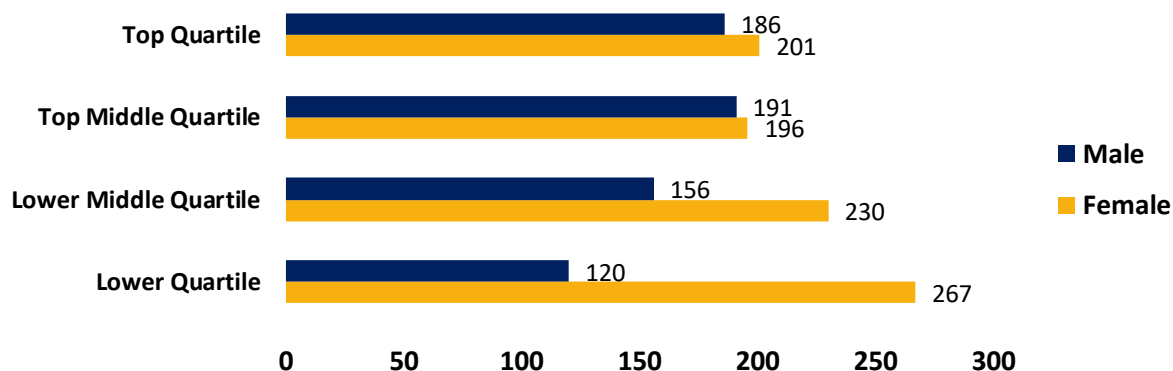


Figure 3 - 2023



Percentage of men and women in each hourly pay quarter	31/03/2019	31/03/2020	31/03/2021	31/03/2022	31/03/2023
Percentage of Men in Top Quartile	52.2	49.63	51.52	50.90	48.06
Percentage of Women in Top Quartile	48.8	50.37	48.48	49.10	51.94
Percentage of Men in Upper Middle Quartile	43	47.32	44.42	44.5	49.35
Percentage of Women in Upper Middle Quartile	57	52.68	55.58	55.5	50.65
Percentage of Men in Lower Middle Quartile	34.6	34.05	36.61	39.90	40.41
Percentage of Women in	65.4	65.95	63.39		

Lower Quartile	Middle				60.10	59.59
	Quartile					
Percentage of Men in Lower Quartile	40	37.16	35.01	30.40	31.01	
Percentage of Women in Lower Quartile	60	62.84	64.99	69.60	68.99	

ETHNICITY PAY GAP 2023

We calculate ethnicity pay gap in the same way as we calculate gender pay gap and we use the same data collection point of 31st March 2023. This is the second consecutive year of publishing our findings.

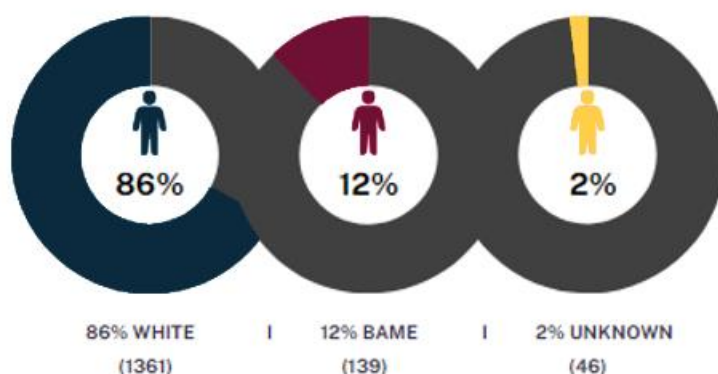
Our ethnicity data may be influenced because a number of staff have chosen not to voluntarily disclose this information. The University will continue to explore ways of encouraging staff to disclose this information going forward.

We recognise that 'BAME' is an imperfect term that encompasses a hugely diverse population who cannot be defined as a single homogenous group. For the purposes of reporting our ethnicity pay gap we use the term BAME to make comparisons between Black, Asian and Minority Ethnic and White staff.

Ethnicity Representation within Cardiff Metropolitan University (March 2023)

The following data below is based on the proportion of staff who declared their ethnicity (98%).

Figure 4:



Cardiff Metropolitan Ethnicity Pay Gap 2023

The ethnicity pay gap shows the difference in the average pay between Black, Asian and Minority Ethnic and white staff. An ethnicity pay gap is created, for example, when more white staff are employed in senior roles or a greater number of Black, Asian and Minority Ethnic staff than white staff are employed in lower paid jobs.

Ethnicity Mean Pay Gap

The mean pay gap is the difference between the average hourly earnings of Black, Asian Minority Ethnic staff and white staff.

Average mean ethnicity pay gap using hourly pay	31/03/2022	31/03/2023
Black, Asian and Minority Ethnic Mean as a Percentage of White Mean	3.31	1.23

- Our mean pay gap is 1.23 in favour of BAME staff.

Median Pay Gap

The ethnicity median pay gap is the difference between the midpoints in the ranges of hourly earnings of Black, Asian and Minority Ethnic staff and white staff.

Average median ethnicity pay gap using hourly pay	31/03/2022	31/03/2023
Black, Asian and Minority Ethnic Median as a Percentage of White Median	15.85	5.5

- Our median pay gap is 5.5% in favour of BAME staff.

Cardiff Metropolitan Ethnicity Bonus Gap 2023

The ethnicity bonus gap is 0%.

Pay by Quartile

The table below shows the hourly pay by quartile for the University based on Black, Asian and Minority Ethnic and white ethnicity staff. It shows that there is a higher proportion of white ethnicity staff in all quartiles. There is a higher proportion of Black, Asian and

Minority Ethnic staff in the top and upper middle quartiles combined than the lower quartiles.

Percentage of Black, Asian and Minority Ethnic ethnicity staff and white ethnicity staff in each hourly pay quarter	31/03/2022	31/03/2023
Percentage of Black, Asian and Minority Ethnic ethnicity in Top Quartile	8.84	9.3
Percentage of white ethnicity in Top Quartile	87.50	88.11
Percentage of Black, Asian and Minority Ethnic ethnicity in Upper Middle Quartile	15.45	20.67
Percentage of white ethnicity in Upper Middle Quartile	82.12	77.52
Percentage of Black, Asian and Minority Ethnic ethnicity in Lower Middle Quartile	6.71	8.29
Percentage of white ethnicity in Lower Middle Quartile	91.46	90.67
Percentage of Black, Asian and Minority Ethnic ethnicity in Lower Quartile	7.60	9.56
Percentage of white ethnicity in Lower Quartile	89.06	87.34

DISABILITY PAY GAP

We calculate disability pay gap in the same way as we calculate gender pay gap and we use the same data collection point of 31st March 2023. This is the second consecutive year of publishing our findings.

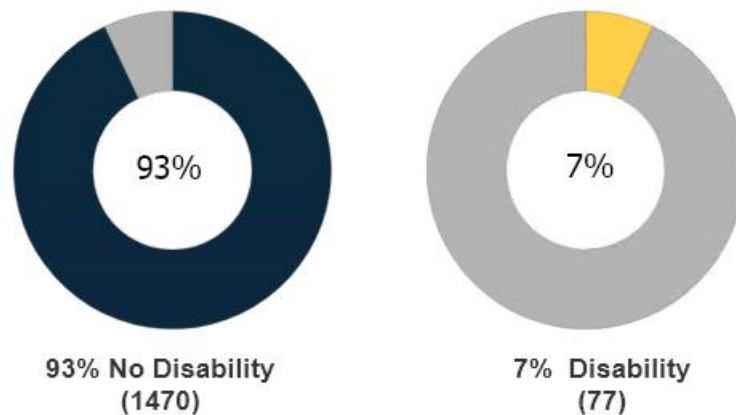
Our disability data may be influenced because a number of staff have chosen not to voluntarily disclose this information. The University will continue to explore ways of encouraging staff to disclose this information going forward.

For the purposes of reporting our disability pay gap we make comparisons between staff who have declared whether or not they have a disability.

Disability Representation within Cardiff Metropolitan University (March 2023)

The following data below is based on the proportion of staff who declared their disability (89%).

Figure 5:



Cardiff Metropolitan Disability Pay Gap 2023

The disability pay gap shows the difference in the average pay between staff who have declared a disability and staff with no known disability. A disability pay gap is created, for example, when more staff with no known disability are employed in senior roles or more staff with a declared disability are employed in lower paid jobs.

Disability Mean Pay Gap

The mean pay gap is the difference between the average hourly earnings of staff with a declared disability and staff with no known disability.

Average mean disability pay gap using hourly pay	31/03/2022	31/03/2023
Disability Mean as a % of No Known Disability Mean	6.49	5.8

- Our mean pay gap is 5.8% in favour of staff with no known disability, which has decreased from last year.

Median Pay Gap

The disability median pay gap is the difference between the midpoints in the ranges of hourly earnings of staff with no known disability and staff with a declared disability.

Average median disability pay gap using hourly pay	31/03/2022	31/03/2023
Disability Median as a % of No Known Disability Median	8.43	2.82

- Our median pay gap is 2.82% in favour of staff with no known disability, which has decreased from last year.

Cardiff Metropolitan Disability Bonus Gap 2023

The disability bonus gap is 0%.

Pay by Quartile

The table below shows the hourly pay by quartile for the University based on staff with a disability and with no known disability. It shows that there is a higher proportion of staff with no known disability in all quartiles. There is a higher proportion of staff with a declared disability in the lower quartiles than in the top/upper middle quartiles.

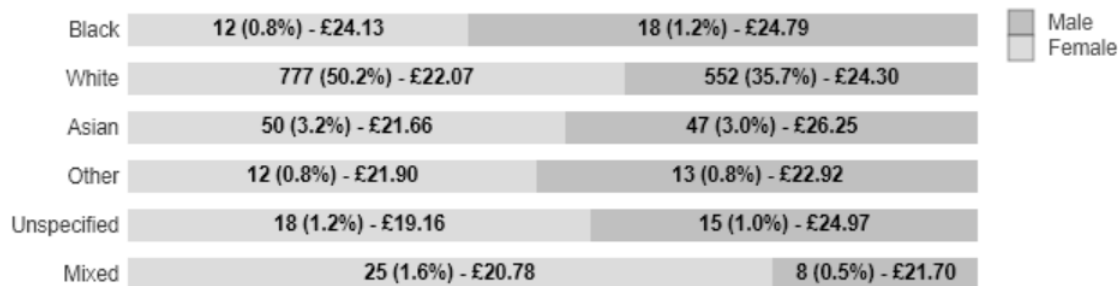
Percentage of staff with a disability and with no disability in each hourly pay quarter	31/03/2022	31/03/2023
Percentage with a declared disability in Top Quartile	5.49	5.68
Percentage with no known disability Top Quartile	87.80	87.08
Percentage with a declared disability in Upper Middle Quartile	3.94	5.43
Percentage with no known disability in Upper Middle Quartile	86.06	83.72
Percentage with a declared disability in Lower Middle Quartile	6.10	6.99
Percentage with no known disability in Lower Middle Quartile	86.28	83.68
Percentage with a declared disability in Lower Quartile	6.69	6.46
Percentage with no known disability in Lower Quartile	82.37	78.04

Intersectionality Data

For the first time, the University is voluntarily presenting intersectional pay gap analysis by gender and ethnicity and also gender and disability. This data is published with the recognition that we continue to face challenges and need to go further in our analysis and understanding of how to address these gaps.

Gender By Ethnicity and Average Hourly Rate (Mean)

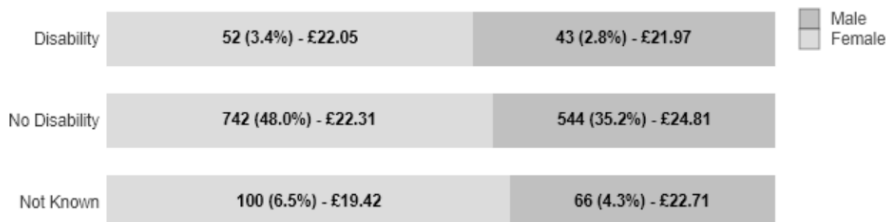
Gender by Ethnicity and Avg. Hourly Rate



The average hourly rate of pay is higher for males than females in all ethnicity groups.

Gender By Disability and Average Hourly Rate (Mean)

Gender by Disability and Avg. Hourly Rate



Females with a disability have a higher average hourly rate of pay in comparison to their male counterparts. Males with no known disability have a higher average hourly rate than their female counterparts.

We have a Comprehensive Plan to be a more inclusive Employer

To make progress against our ambitions we need to continue to increase representation of women at our senior levels and men at our lower grades. We will achieve this through our recruitment and talent management strategies, flexible working practices and providing a supportive, inclusive environment for all.

This is the second consecutive year that we have published both ethnicity and disability pay gap information as part of our wider commitment to improve the representation of Black, Asian and Minority Ethnic (BAME) people and also people with a disability across our workforce. To make progress we are committed to continuously developing an inclusive

working environment, giving our people a voice through Staff Networks and working towards gaining the Race Equality Charter mark.

We provide a flexible and inclusive working environment for all through:

- Engaging external organisations such as BITC to explore lived experiences of Black, Asian and Minority Ethnic staff and students and to deliver inclusive recruitment training.
- Inclusive People policies, including generous annual leave, special leave and shared parental leave provisions. We further extended our provision in response to Covid-19.
- Having flexible working as the standard for most of our roles.
- Having a published University Strategic Equality Plan 2020-24 to underpin our Strategic People Plan.
- Being a Real Living Wage employer.
- Continuing to support our active community of employee diversity networks, including having representatives from a variety of staff networks on the University's Policy Review Group.
- Continuing to develop our flexible working employment offering post pandemic.
- Continuing the roll out of positive behavioural learning interventions across the organisation, including embedding inclusion and diversity content into our Manage@Met Leadership development programme.
- Manage@Met is our mandatory programme for any staff member in Cardiff Met that line manages another staff member. This programme was launched in May 2021 and has fourteen elements that include: **Valuing Equality and Diversity** - This focuses on inclusivity for all minority groups and also covers overcoming barriers for staff with a disability and support that may be needed. **Leading Hybrid Teams** - This covers the importance of equal access to information and development and 1-2-1s to ensure any role that is hybrid has no unintended consequences due to for example child/dependency care or domestic violence **Recruitment and Selection Training** - This covers unconscious bias and importance of diverse recruitment panels.

We continue to ensure our recruitment processes are inclusive, through:

- Ensuring all recruitment panels are diverse and contain members of more than one gender.
- Taking positive action and encouraging applicants from diverse and underrepresented groups to apply for positions.
- Introduction of positive action statements, encouraging applicants from underrepresented backgrounds in Higher Education.

We nurture career development through:

- Our women to professor scheme, which provides targeted support for female academic staff to support movement into reader and chair levels. The scheme works by providing seminars, action learning sets and mentoring sessions and has grown considerably from 24 attendees at the inaugural event to 86 members now. In total,

27 of the group have so far been promoted, and 75% of internally promoted women Professors and 86% of internally promoted women Readers have come from within the scheme. As a result the percentage of women in our Professoriate has risen from 18% when the group was founded to 35%, while the Professoriate's promotion pipeline of Readers has increased from 50% women to 68%. The initiative has also had some excellent feedback from participants.

- Diversifying Senior Leadership programme for ethnic minority staff in partnership with Advance HE – starting Nov 2023. This is in collaboration with Cardiff University and University Wales Trinity St David's and will proactively support ethnic minority staff to develop their leadership skills in readiness for applications to more senior roles.
- For all our development call outs for 23/24 we have asked senior leaders to consider and encourage applications from ethnic minority staff members.
- We have built inclusive leadership into our modular leadership programmes for 23/24.
- Our Leaders' Exchange in May 2023 focussed on Enhancing our Culture; exploring inclusion with a focus on race.
- Diversifying membership of our Research Committee, engaging representatives from our Women's, LGBTQ+, Disability and BAME Networks to ensure underrepresented voices are heard.
- Implementation of Union Black Training developed by Santander Universities in partnership with the Open University Show the Racism Red Card training.
- Implementation of BITC-facilitated sessions on 'Leading Conversations about Race' aimed at empowering managers to be more confident in this area, supporting them to engage in difficult conversations but also realise the challenges faced by BAME staff and better support them in their careers.
- Our Disabled network working with OD around deaf awareness and British Sign Language in particular. 12 people have been trained thus far in Deaf Awareness and the same number have attended the initial BSL Taster session. We aim to roll this out to more staff during the 2023/24 academic year.
- Our internal leadership programmes which have the option to complete a level 5 and level 7 qualification in leadership and management. In 2022/23 we have as follows:

Internal leadership bootcamp programme. This completed in May 2023	22 participants 3 of these opting to study towards the	11 male & 11 female This is broadly representative of our gender split as a university	Less than 5 Black, Asian and Minority Ethnic ethnicity This is broadly representative of our	22 no known disability This is less than our % of workforce with a declared disability
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	level 7 qualification	2 male & 1 female This is less females than our gender split as a university	university workforce	
Leader of Others 2022 Cohort	10	5 female 5 male This is broadly representative of our gender split as a university	White – 10 This is less than our % of Black, Asian and Minority Ethnic workforce	Less than 5 declared a disability This is broadly representative of our university workforce
Leader of Others 2023 Cohort Confirmed early 2023 and starts April 2023.	15	7 female 8 male This is broadly representative of the University's gender split	Less than 5 Black, Asian and Minority Ethnic ethnicity This is less than our % of Black, Asian and Minority Ethnic workforce	Less than 5 declared a disability This is broadly representative of our university workforce
Leader of Self 2023 Cohort Confirmed early 2023 and starts April 2023	12	9 female 3 male This represents a higher % of females than our gender	Less than 5 Black, Asian and Minority Ethnic ethnicity This is broadly representative of our	12 no known disability This is less than our % of workforce with a declared disability

		split as a university	university workforce	
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- 2 (professional services) women completed ILM Level 5 Unit in Coaching during the period of this report.
- Our new Performance & Development Review (P&DR) approach launched in April 2020 includes both personal development plans and career development conversations.
- Staff attending external leadership & management development events included:
 - SWIMM: 6 attended (1 academic male, 1 professional services female, 4 academic females)
 - Academi Wales Summer School: 1 professional services female.
 - Aurora –16 females (7 academic, 9 professional services).
- Our university-wide mentoring network.
- Our participation in Advance HE Fellowship and Senior Fellowship workshops. We also offer a mandatory academic programme for all academic staff and those new to teaching are required to participate in the PgCert.

Data included in this Report

- Salary and workforce information for all staff paid via our payroll as at 31 March 2023 including bonus payments made between 1 April 2022 and 31 March 2023.
- The calculations follow current legislative requirements, and we confirm the data reported is accurate.



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