

Gender Pay Gap Summary 2017 and 2018

Introduction

Cardiff Metropolitan University is committed to promoting and implementing best practice in Equality and Diversity (E&D) in order to provide a working and learning environment to enable both staff and students to reach their full potential.

The introduction of Gender Pay Gap legislation in April 2017 now requires all employers in England with 250 or more employees to publish their gender pay gap figures with the capture date of 31st March each year. Although this is not a legal requirement to publish the gender pay gap data in Wales, the University has prepared this summary on its gender pay gap to illustrate its commitment to pay transparency and gender equality.

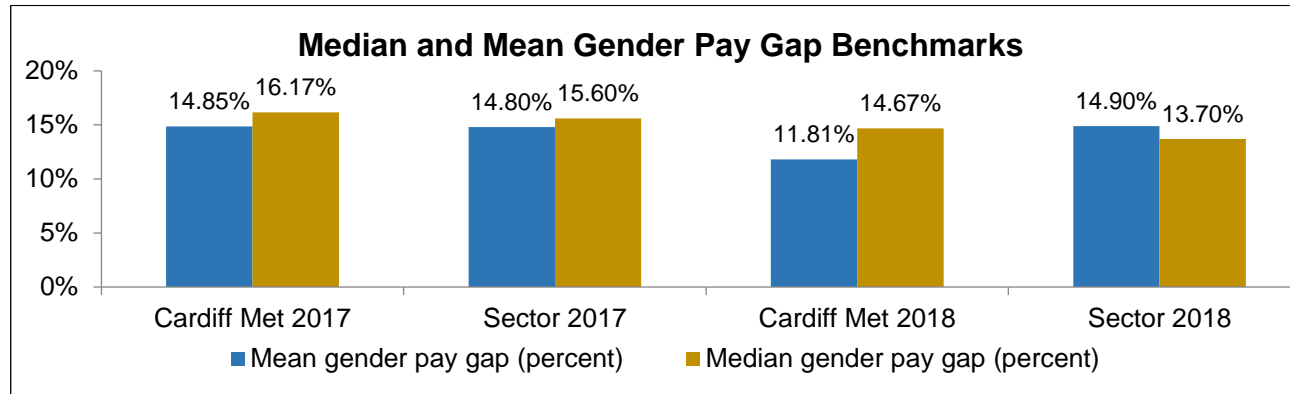
Definitions

The legislation's snapshot date of 31st March was used to produce figures for both 2017 and 2018. The hourly rate of pay for all staff who had been paid within the preceding month was generated to identify the full pay relevant staff. The University also gathered data on staff who had received bonus pay in the last two years (1st April – 31st March) in order to work out the measures below.

Full pay relevant staff	Staff who were paid their usual full basic pay as at 31 st March of each year. Employees who were not receiving their usual full basic pay due to maternity/paternity/shared parental leave, career breaks or sickness absence were not included.
Mean gender pay gap	The difference between the average hourly earnings of male and of female employees.
Median gender pay gap	The difference between the middle points of the hourly earnings of male and of female employees.
Quartile pay bands	All the hourly earnings of male and female employees when listed from lowest to highest, divided in four equal parts – bottom, lower middle, upper middle and top quartile.
Bonus proportions	The proportions of male and female employees who were paid bonus pay.
Mean gender bonus gap	The difference between the average bonuses of male and of female employees.
Median gender bonus gap	The difference between the middle points of the bonus ranges of male and of female employees.

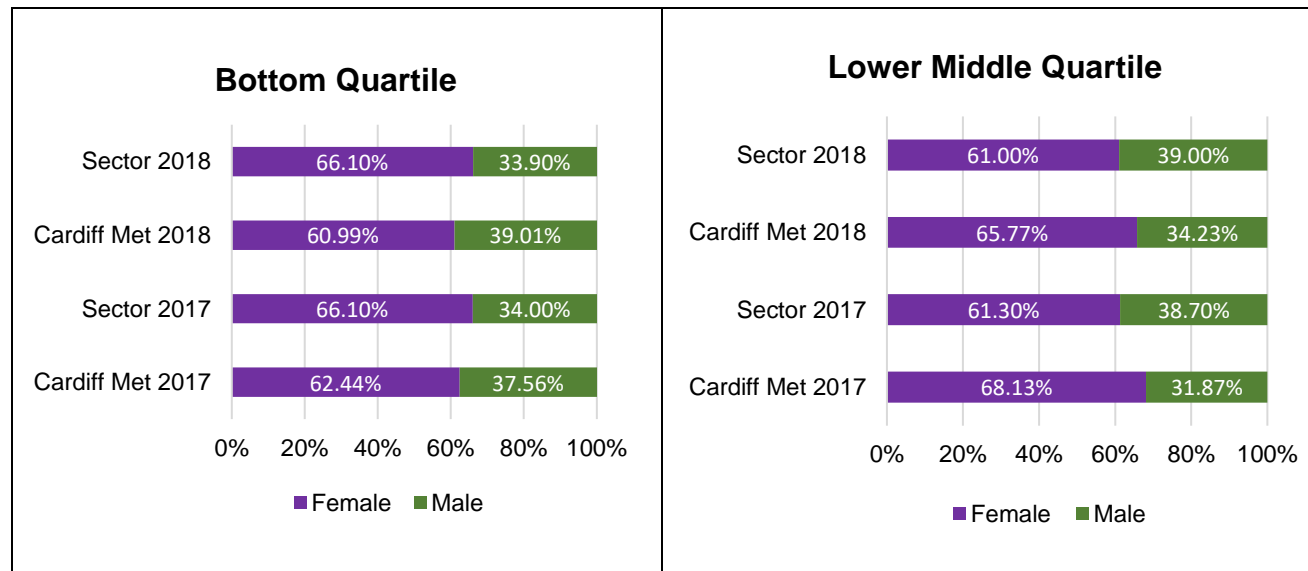
Mean and Median Gender Pay Gap

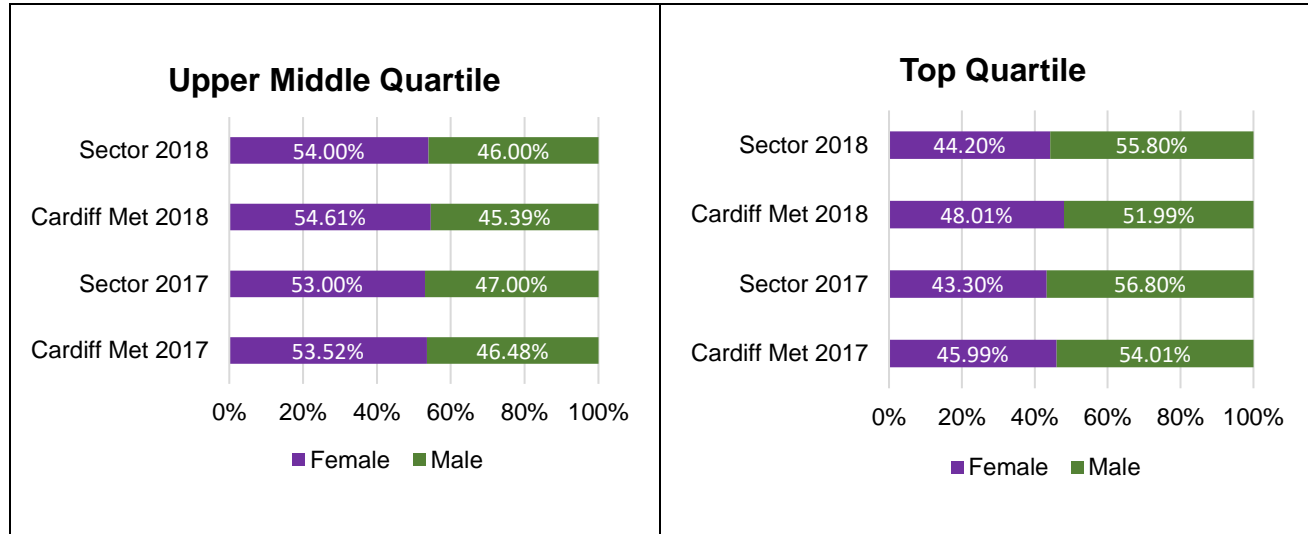
The figures below show that the University has already made progress towards closing the gender pay gap with a decrease in both average measures.



Quartiles

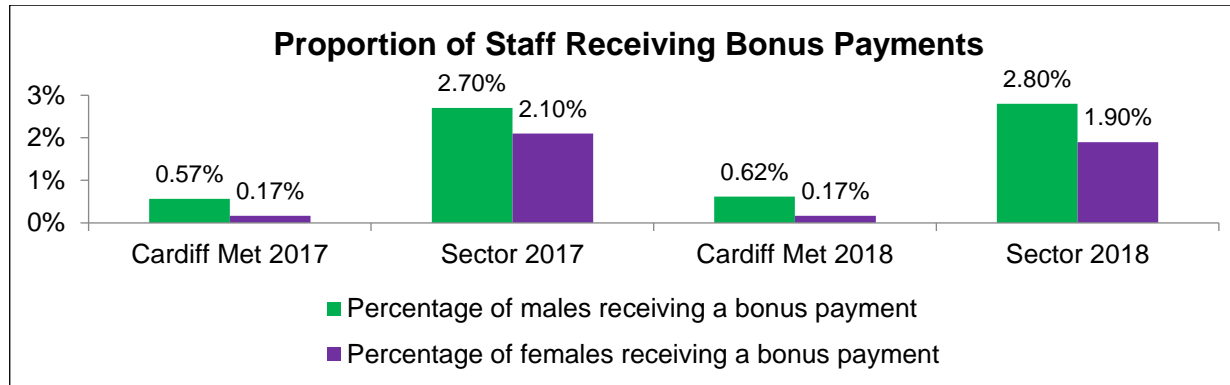
In the lower three quartiles there are far more women than men but this changes in the top one. An uneven distribution of staff can affect the gender pay gap.





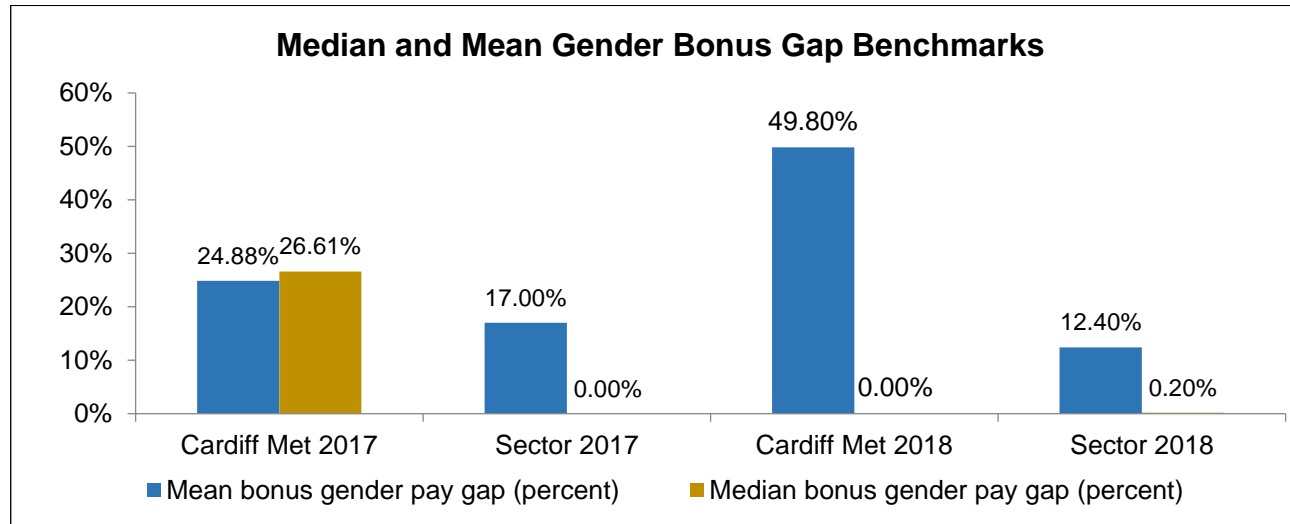
Bonus Proportions

Only a very small percentage of staff at Cardiff Met receive bonus payments and these are related to specific job roles.



Mean and Median Gender Bonus Gap

There is no longer a gender pay gap in the median for bonus pay as reflect by the zero figure in 2018. This shows that the middle values for men and for women receiving bonus pay at the University were the same in the capture period. There was an increase in the mean bonus pay gap in 2018 caused by a high value bonus payment for a specific role at the University which was held by a male member of staff.



Actions

Cardiff Metropolitan University is committed to reducing its gender pay gap and has therefore prepared an action plan that outlines what initiatives the University will take to do so.

The gender pay gap will be monitored each year and the results reported to the Equality and Diversity Delivery Group, Vice-Chancellor's Executive Group (VCEG) and the Board of Governors' Resources Committee.