

UNIVERSITY OF YORK

Gender and Ethnicity Pay Gap Report 2022

Published March 2023



Introduction

Our commitment to addressing gender and ethnicity pay gaps is at the heart of our values and purpose. Never has this commitment been more important than now.

Despite that commitment and our good intentions, this year's report does not tell the story we want. The pace of change remains slow and the gender median pay gap has increased, not decreased.

But this makes us all the more determined to ensure the trajectory over the coming year changes, that we make bold, focused interventions aimed at systematic change that tackles inequalities.

The findings of our report make sober reading and provide critical insights to help us better understand the root causes so that future interventions are appropriately designed. The data shows that our casual workforce is predominantly drawn from our student community and that this substantially affects our pay gap. We need to get to the core of why female students are more likely to seek casual work along with the other factors that are contributing to this gap.

The shift towards more females moving into our top professorial and senior management grades is encouraging, as is the better gender balance within our academic promotions processes. But we

acknowledge there is more work to be done here too and are eager to accelerate our ambitions in this area.

Our ethnicity pay gaps are shifting but not enough; although the mean pay gap has reduced since last year, the median hourly rate pay gap has increased.

So what are we going to do about it? We have formed a Joint Pay Gap Working Group with our campus trade unions to provide focus on the good practice we already have, and momentum to achieve more balanced representation across lower and higher grades. *Read the final pages* of the report to find out more and how you can contribute to shape and close the gaps.

The executive board, our campus trade unions, students and staff remain determined to reduce inequalities with pace and impact. Our collective message is clear, we are committed to closing the pay gaps, not through incremental change or good intentions, but through innovations that bring new kinds of impact, that make a measurable difference and reduce the gap more quickly.



Professor Charlie Jeffery, Vice-Chancellor and President



Professor Kiran Trehan, Pro-Vice-Chancellor for Partnerships and Engagement and Chair of the Equality, Diversity and Inclusion Committee

What is the gender pay gap?

GENDER PAY uses pay to measure how organisations are providing equality of opportunity, using pay as the best proxy for seniority. The gender pay gap shows the difference in average (mean) and also median earnings between females and males. The figures contained in this report have been calculated using the methodology stipulated by UK legislation.

EQUAL PAY highlights the pay differences between males and females who carry out the same jobs, similar jobs, or work of equal value. As such, no inference can or should be made about equal pay using gender pay gap information. The University has measured, monitored, and taken action regarding equal pay regularly since 2008.

Our reported figures

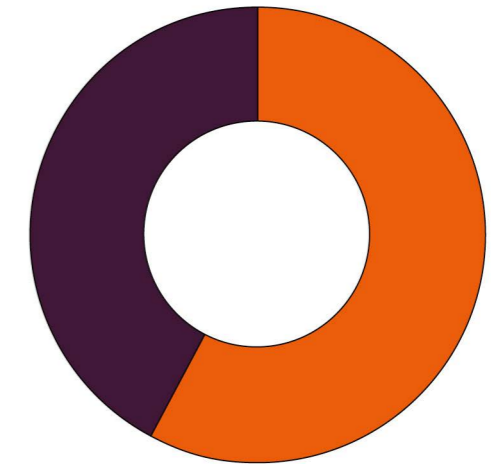
Gender split

Percentage of male and female staff at the University of York.

Total number of staff: **6,144** including casual workers¹.

We compile this report using data we hold on our employee's legal sex. We acknowledge that this does not present an accurate record of gender for many trans and non-binary people and are working to capture gender identity data to enable us to report in the way our people identify.

In the meantime, we use the terms 'gender', 'females' and 'males' throughout the report to refer to sex, with the understanding that this is not synonymous with gender identity. We acknowledge the complexities of sex and gender and that there are many people who do not fit into these binary categories and that some people's gender identity does not align with their legal sex.



¹ Casual worker: A worker who is engaged for a short (less than 12 weeks) period of time. The University is under no obligation to offer work and the worker is under no obligation to do the work

Gender pay gap

The difference in hourly rates of pay between male and female employees.

Table 1: University gender pay gap

Year	Mean (average) Hourly rate pay gap	Median (middle) Hourly rate pay gap
2022	19.1%	18.6%
2021	18.1%	14.8%
2020	19.1%	18.6%
2019	18.9%	16.0%
2018	17.6%	16.3%

Understanding the changes to our gender pay gap

Increase in the median pay gap: The median gender pay gap has increased from 14.8% in 2021 to 18.6% in 2022.

Increase in the mean pay gap: We have seen an increase in the mean pay gap from 18.1% 2021 to 19.1% in 2022.

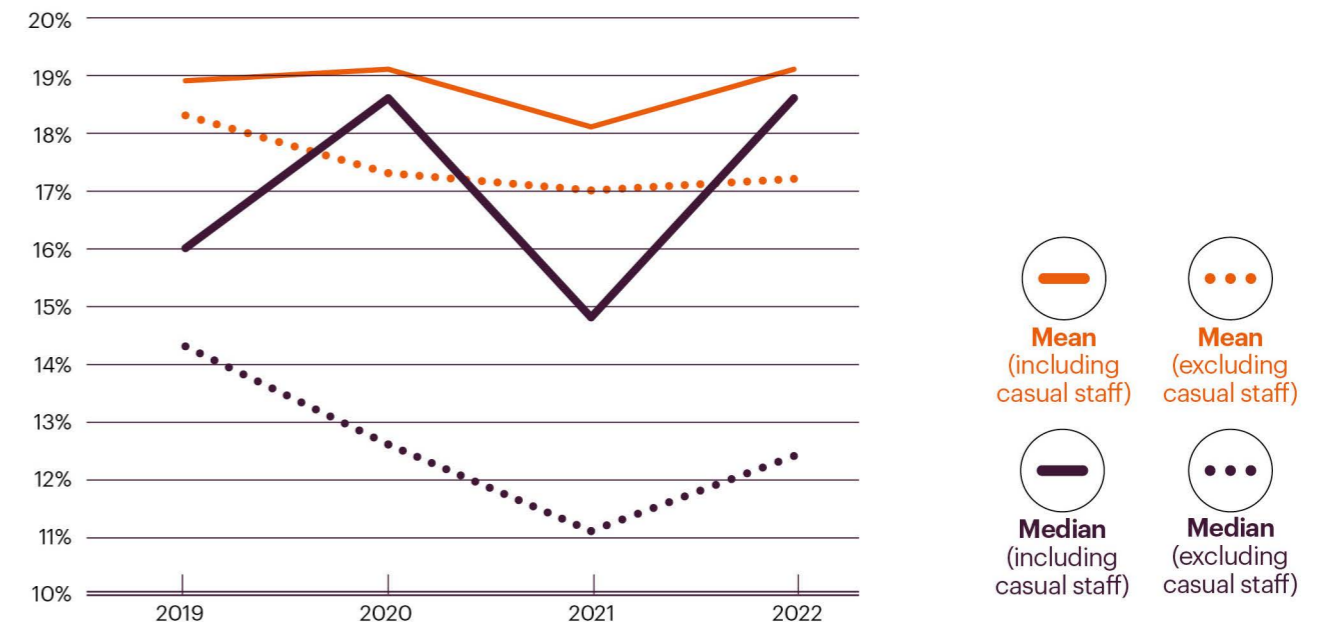
These increases are disappointing. We have investigated the underlying causes and identified the following four key factors accounting for the majority of the change from 2021:

- 1.08% **increase** caused by high levels of females in low paid casual roles
- 0.17% **increase** caused by an increase in females in grade 3 roles
- 0.16% **reduction** as a result of an increase in the number of females in professorial band 2 and 3 roles
- 0.10% **reduction** as a result of an increase in females in grade 8. Females outnumber males for the first time.

i Calculating the mean and median

The mean is calculated by adding all of the hourly rates of pay for males/females and dividing by the number of males/females respectively. The median is calculated by ordering the hourly rates of pay for males/females and determining which rate of pay lies in the middle of the list.

Chart 1: Mean and median pay gap 2019 to 2022

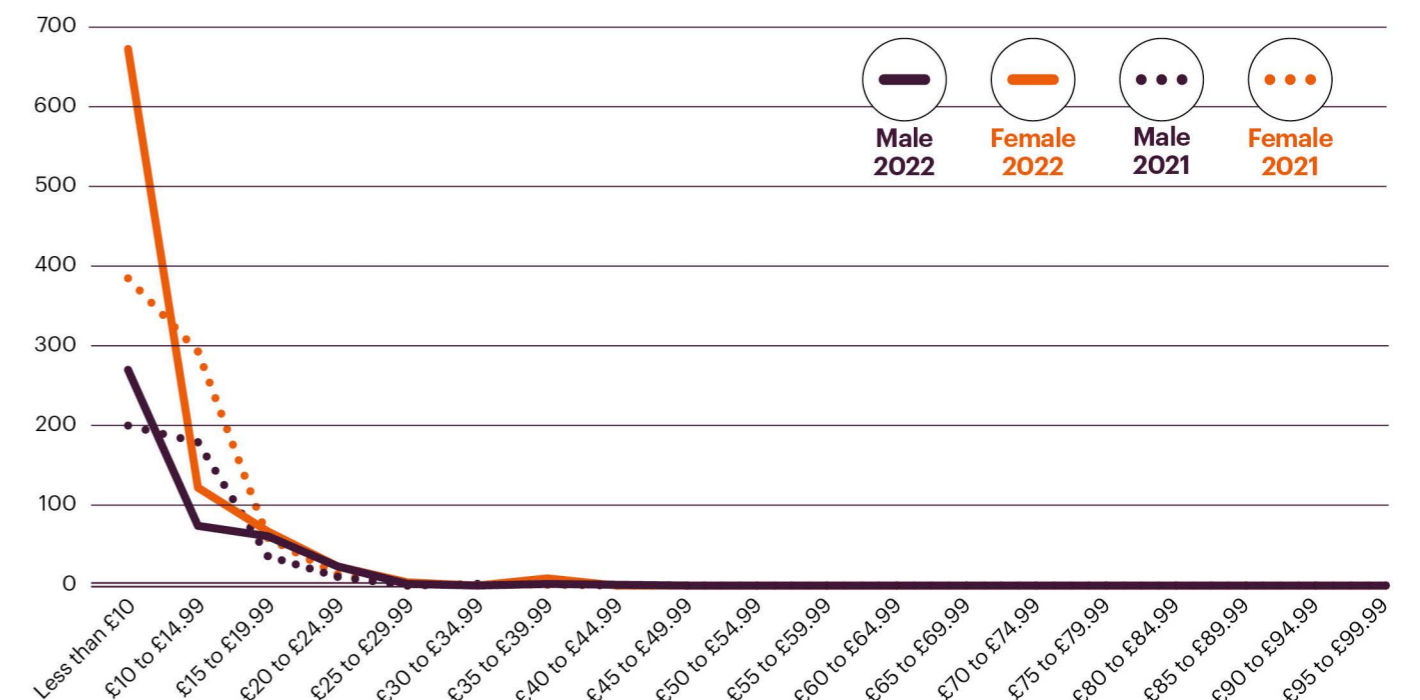


Our casual workforce is mainly drawn from our student community to carry out important tasks such as working as student ambassadors during university open days. As such, they are very important to the University and have to be included in our gender pay gap figures.

However, the use of casual workers fluctuates according to different events throughout the year and therefore Chart 2 also shows our mean and median pay gap over the past four years excluding casual workers.

If casual workers are excluded the University's mean pay gap is 17.2% and the median is 12.4%

Chart 2: Comparison of hourly rates for casual workers by gender



Bonus gap

We do not run bonus schemes, but a number of our colleagues receive Clinical Excellence Awards. These awards are made to qualified doctors who are jointly employed by our University and the NHS in a teaching and/ or research position. These awards are made to recognise clinical performance at an exceptional level. The University plays no role in determining these awards and they are funded by the NHS but paid through the University payroll.

We also reflect in here our Making the Difference initiative which recognises the outstanding contribution of our staff.

In 2021/22, 12.7% of females and 10.9% of males received a bonus payment.



Table 2: University gender bonus gap

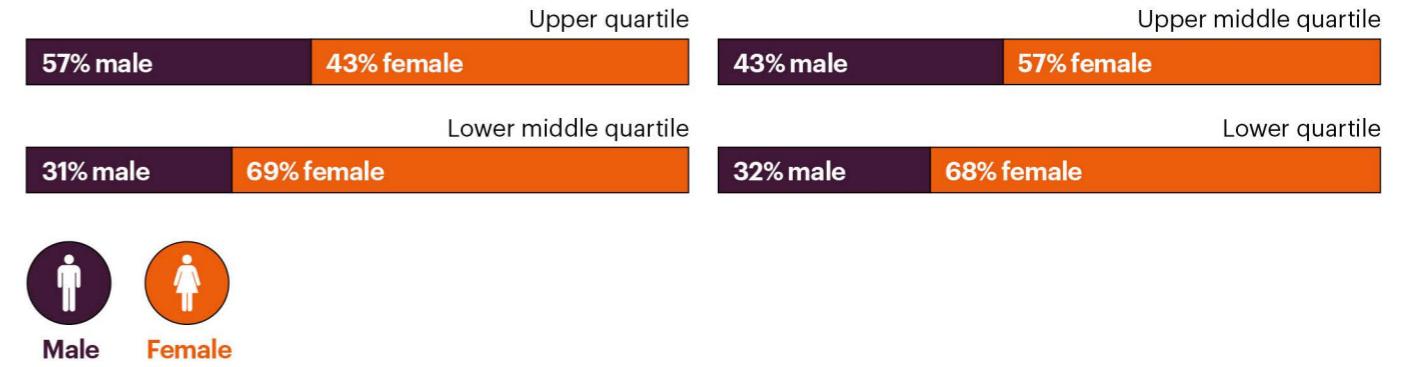
Year	Mean (average) Bonus pay gap	Median (middle) Bonus pay gap
2022	59.0%	0.0%
2021	54.7%	0.0%
2020	81.3%	6.0%
2019	73.3%	-27.3%
2018	69.5%	-25.0%

Our mean bonus gap has increased slightly to 59.0% in 2022 compared to 54.7% in 2021 but has not returned to levels seen in 2020. In 2022, as in 2021, the reduction in the mean and median bonus gap is due to a significant number of small recognition payments made to staff who supported the University’s operation on campus during critical times.

The mean bonus gap continues to be distorted by the inclusion of the recipients of Clinical Excellence Awards. These awards are made to qualified doctors who are jointly employed by our University and the NHS in a teaching and/or research position.

Pay quartiles

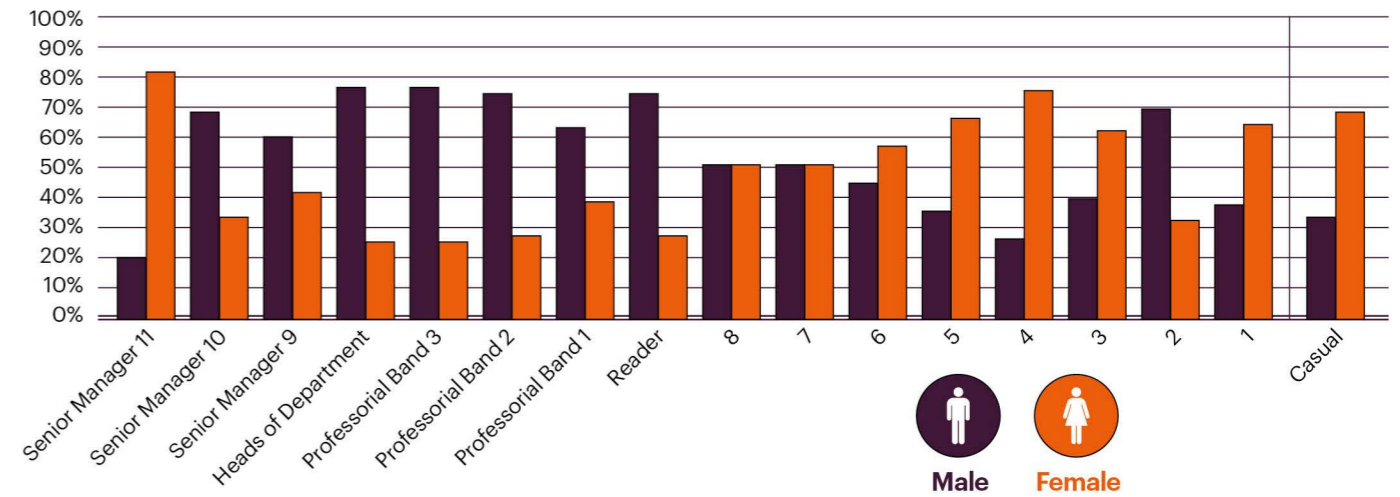
Splitting the hourly rates of pay (for full-pay relevant employees) into quartiles and examining the percentage of male and female employees in each.



The number of females in the upper quartile has remained static and the proportion of females in the upper middle salary quartile has steadily increased each year from 2017 seeing a rise from 50% in 2017 to 57% in 2022.

The lower quartile has seen a return to pre-covid levels of females alongside an increase to the number of females in the lower middle quartile.

Chart 3: proportion of males and females by grade



The predominance of males in professorial bands 2 and 3 along with the predominance of females in grades 1 to 5 (including casual workers) remain the key drivers of our gender pay gap. It is only by

addressing these underlying structural issues that we will close the pay gap. The proportion of males and females employed in each grade can be seen in Chart 3.

Ethnicity pay gap

The University has a firm commitment to addressing racial inequality and becoming an anti-racist University. To become truly anti-racist we need to make an active and conscious effort to work against all aspects of overt and systemic racism. Part of this work includes examining, thoroughly understanding and reporting on our Ethnicity Pay Gap. Like the Gender Pay Gap, the Ethnicity Pay Gap uses pay to measure how organisations provide equality of opportunity, using pay as the best proxy for seniority.

While the University is not required to publish the Ethnicity Pay Gap, we feel it is an important part of our anti-racism work.

The University first reported its ethnicity pay gap in 2021 in the spirit of openness and transparency, to acknowledge where we need to make progress and provide focus on what we will do to achieve this.

Total number of staff: **6,144**

- 5,006 (82%) staff identify as white.
- 825 (13%) staff identify as BAME².
- 313 (5%) staff are not known or not declared.

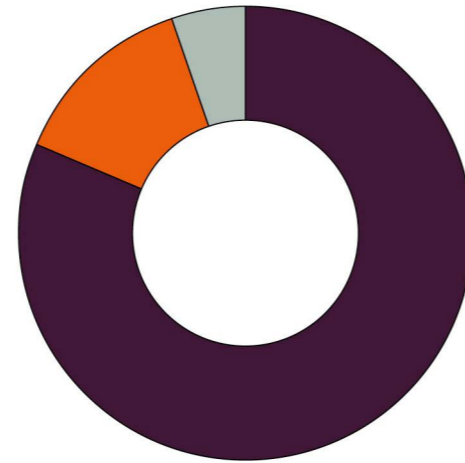
Table 3: University BAME pay gap 2022

Year	Mean (average) Hourly rate pay gap	Median (middle) Hourly rate pay gap
2022	14.5%	20.9%
2021	14.8%	18.6%

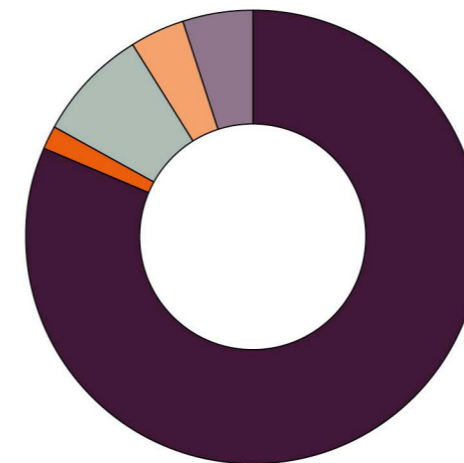
The mean pay gap between a BAME member of staff and a white member of staff was 14.8% in 2021 and in 2022 is 14.5%. The median was 18.6% in 2021 and in 2022 is 20.9%

² BAME stands for 'Black and minority ethnic' which refers to a data set we use in our ethnicity pay gap analysis that includes all those staff who indicate that their ethnic identity is not 'White'.

We recognise that the use of 'BAME' has its limitations as it does not reflect the identities and experiences of people who fall into this statistical grouping, however, it is used here to examine the broad differences in pay between the majority of staff who identify as 'White' and those from other ethnic backgrounds.



5,006 white
825 BAME
313 not known



5,006 White
110 Black
488 Asian
243 Other
297 Not known

To gain greater insight into our ethnicity pay gap, we have disaggregated the BAME data and calculated the pay gap for each minority ethnic group. All the pay gaps are calculated against the pay of colleagues identifying as white³.

- For those identifying as having black ethnicity, the mean pay gap is now 24.5%, a reduction from 29.4% in 2021 and the median is now 34.0% which has also reduced from 38.8% in 2021.
- For those identifying as having Asian ethnicity, the mean pay gap is 14.4% in 2022 which is an increase on 2021 when the figure was 12.4%. The median is 20.9% which has increased from 11.7% in 2021.
- For those identifying as having "other" ethnicities, the mean gap is 11.5% in 2022 compared to 12.6% in 2021 and the median is 7.1% in 2022 compared to 14.8% in 2021.

Table 4: University Ethnicity pay gap 2022

Ethnicity	Mean (average) Hourly rate pay gap	Median (middle) Hourly rate pay gap
Black	24.5%	34.0%
Asian	14.4%	20.9%
Other	11.5%	7.1%

³ The Not Known number here is lower than in the previous pie chart. This is because we have a small number of employees who have an ethnicity category of 'other ethnic background'. This means that in this chart, they fit into the 'Other' category but in the previous pie chart, they are listed as 'Not Known' because we do not know if they are 'White' or 'BAME'.

Bonus gap

Difference in bonus payments between BAME and White colleagues.

In 2021/22, 4.9% of BAME employees and 10.4% of White employees received a bonus payment.

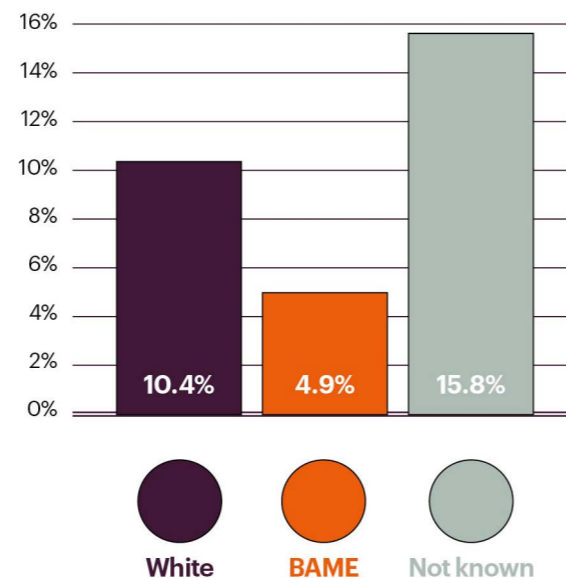


Table 5: University ethnicity bonus gap

Year	Mean (average) Bonus pay gap	Median (middle) Bonus pay gap
2022	-45.4%	0.0%

Our bonus pay gap figure shows that we paid a higher average bonus to BAME colleagues than white colleagues.

We do not run bonus schemes, but a small number of our colleagues received a Clinical Excellence Award⁴ and this had a significant positive impact on the BAME average bonus figure.

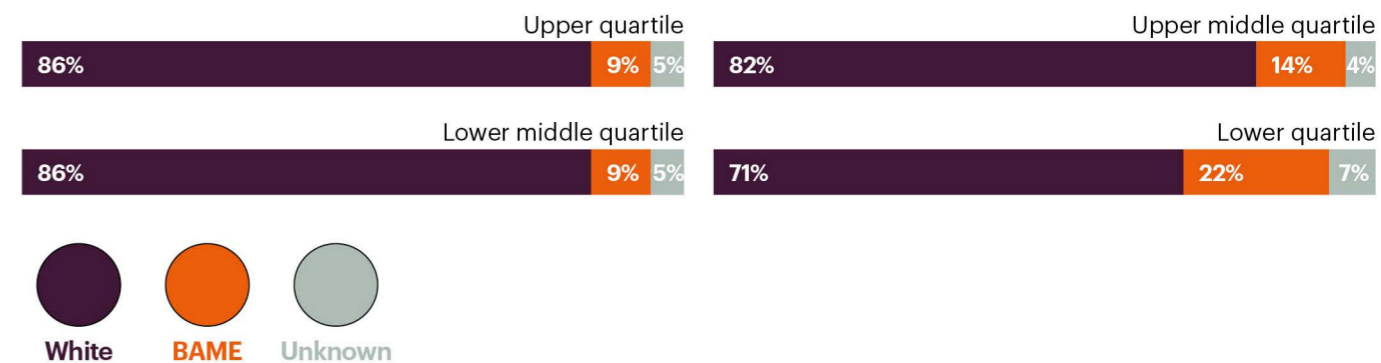
In addition, the high number of White colleagues receiving a lower valued bonus for supporting the University's operation on campus during critical times pulled the White average bonus down.

The vast majority of colleagues receiving a bonus were those who supported the University's operation on campus during critical times and the value of this was the same for each colleague which is why our Median bonus gap is zero.

⁴ Clinical Excellence Awards are made to qualified doctors who are jointly employed by our University and the NHS in a teaching and/or research position. These awards are made to recognise clinical performance at an exceptional level. The University plays no role in determining these awards and they are funded by the NHS but paid through the University payroll.

Pay quartiles

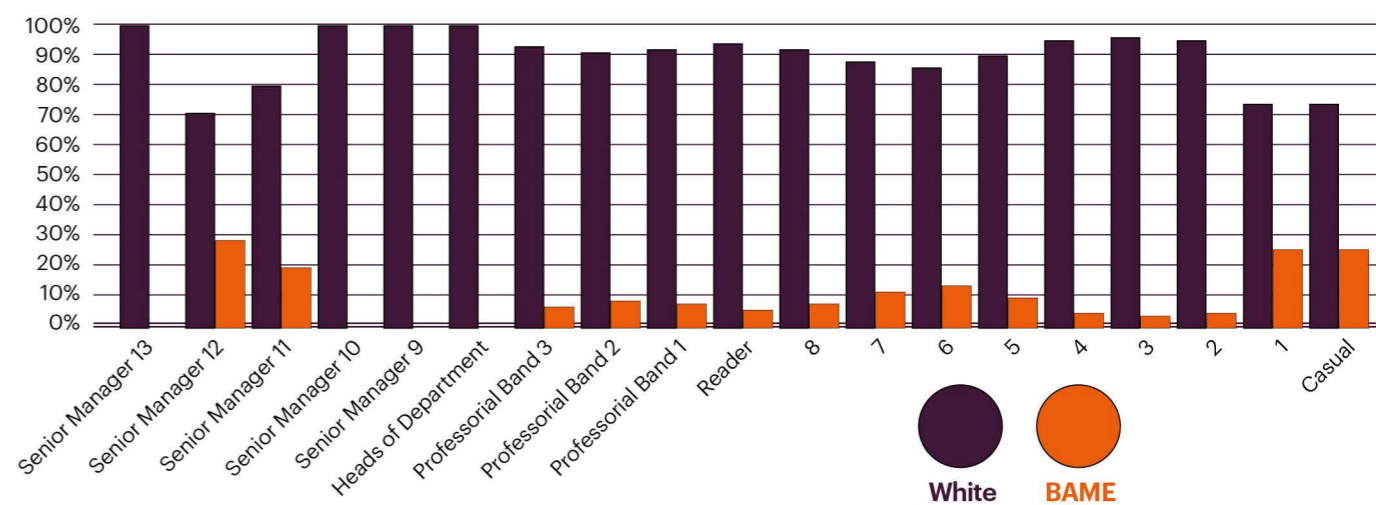
Splitting the hourly rates of pay (for full-pay relevant employees) into quartiles and examining the percentage of BAME and White colleagues in each.



This is the first year that we have looked at the pay quartiles for our ethnicity pay gap and this shows that the greater representation of BAME colleagues in our lowest quartile does not continue into the other

quartiles. This highlights the need for us to continue working to attract and progress BAME colleagues through to more senior roles.

Proportion of BAME and White employees by grade



Our representation across the grades is not even and this needs to be our focus. There is a relative over representation in our lowest grades and casual

workers and an under representation in our more senior grades and this is the main driver of our ethnicity pay gap.

We also considered the intersectionality of ethnicity and gender in our ethnicity pay gap analysis:

Table 6: University BAME and Gender pay gap 2022

Ethnicity and gender	Mean (average) Hourly rate pay gap	Median (middle) Hourly rate pay gap
Pay Gap between black female and white male	39.9%	48.6%
Pay Gap between Asian female and white male	31.4%	39.7%
Pay Gap between other female and white male	26.1%	26.6%

Important note: Calculating and reporting on Ethnicity Pay Gaps is complicated. There is no formal, statutory guidance about what is required, therefore the University has elected to conduct analysis based on data groupings that best reflect the University's staff multi-ethnicity composition to provide us with the most informative data possible. We recognise that grouping individuals together in categories based on ethnic origin is not straightforward and can be problematic. However, we have used groups of data to identify potential common experiences for staff of different backgrounds.

Progress since our last report:

Gender Pay Gap

- The number of females in the Upper middle quartile continues its steady increase and we have seen an 11% increase in the number of females in our top Professorial pay band and a 30% increase in females in our top Senior Manager pay band.
- The number of male colleagues receiving a bonus reduced by 3.24 percentage points, in contrast with an increase of 0.86 percentage points in the number of female colleagues receiving a bonus. However, the bonus pay gap increased overall by 4.29 percentage points.
- We have continued to see gender balance within our academic promotions processes with 11% of eligible males and 9.5% of eligible females making an application in the 2021-22 cycle. Of applications received, 89% of female applicants and 79% of male applicants were successful in achieving promotion.

Ethnicity Pay Gap

Our Race Equality Coordination Group has a clear focus for action to address racial inequality. In **2021** we published our anti-racism statement. This year, **we have:**

- Encouraged staff from black, Asian and minority ethnic ('BAME') backgrounds to apply for academic promotion through the use of webinars and active conversations. This resulted in 8.1% of eligible BAME colleagues making an application in the 2021-22 cycle compared to 11.0% of white colleagues. Of applications received, 81% of BAME applicants and 86% of White applicants were successful in achieving promotion.
- Piloted a Reciprocal mentoring scheme which partners BAME staff with senior leaders for mutual benefit and learning.
- Continued to showcase the contributions of staff and students of colour as part of our celebrations during Black History Month.
- Developed a plan for a York specific race equality education programme including promotion of the 'Union Black: Britain's Black cultures & steps to anti-racism' online module which is available to all UK university students and staff.
- Held our first 'My Name Is' event last year, developed from the Race Equality Matter's #MyNameIs campaign with a further event planned.
- Launched the EDI Exchange with our inaugural Inclusive Impact Awards.
- Sponsored the Yorkshire Asian Young Achievers awards which recognise the efforts of young people aged 16 to 30 of South Asian heritage, born or living and working in Yorkshire.
- Strengthened our staff and student networks, launching immersive, listening events like 'Middle Ground'.

Action to reduce our Gender and Ethnicity pay gaps

We have set up a joint working group with our Campus Trade Unions, chaired by Pro-Vice-Chancellor Professor Kiran Trehan. The group will:

- Receive information to enable an understanding of the drivers of pay gaps
- Be bold and courageous in their thinking and generate ideas and recommendations for actions to reduce the pay gaps
- Use data and insight to assess the viability and impact of proposed actions
- Determine the actions to be taken forward and oversee the delivery of them in alignment with the university's culture
- Be transparent with the university community, communicate barriers and progress via a transparent action plan

The University will continue to pursue its **Gender Pay Gap** action plan, approved in early 2021 to:

1. Achieve 50:50 gender balance in senior academic roles.
2. Achieve 50:50 gender balance in the engagement of students into ambassador roles (and similar).
3. Implement the 'Real Living Wage' with effect from 1 August 2021 - action complete. In 2021, the University became a accredited Real Living Wage employer.

As part of our ongoing commitment to tackling racial inequality and reducing the **ethnicity pay gap**, our newly created Pay Gap working group will establish a detailed action plan to tackle our Ethnicity Pay Gap which will be published in our 2023 Pay Gap Report.

In the meantime, we will continue our work to redefine our Academic Promotion Criteria to reflect the diversity of academic careers and to offer routes for progression and promotion that recognise the wide range of contribution and lived experience of all our academic staff.

Definitions

As a public organisation with 250 or more employees as at 31 March 2022 the University of York is required to publish specific gender pay information:

- Mean gender pay gap in hourly pay – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- Median gender pay gap in hourly pay – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- Mean bonus gender pay gap – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
- Median bonus gender pay gap – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
- Proportion of males and females receiving a bonus payment – the proportions of male and female relevant employees who were paid bonus pay during the relevant period.
- Proportion of males and females in each pay quartile – the proportions of male and female full-pay employees in the lower; lower middle; upper middle and upper quartile pay bands.

Please note: A full pay relevant employee is an employee who was employed on 31 March 2022, who was not, during the relevant pay period being paid at a reduced rate or nil as a result of being on leave.

Note: The differences in pay and bonus are expressed as a percentage of male pay/bonus. For reporting purposes, colleagues who have taken unpaid, or reduced pay leave during the period April 2021 to March 2022, are excluded from the calculation of the gender pay gap and the pay quartiles. Such leave might include: sabbatical; parental leave; sick leave; or unpaid annual leave. All colleagues are included in the calculation of the bonus pay gap.



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