



UNIVERSITY
of York

University of York Gender and Ethnicity pay gap report 2021

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INTRODUCTION

PROFESSOR CHARLIE JEFFERY, VICE-CHANCELLOR AND PRESIDENT

Last year we launched our University Strategy 2030, which is based on our enduring commitment to public good. The University is founded on principles of social justice and combating inequality. Our commitment to equality, diversity and inclusion is reiterated and reinforced as one of the four cross-cutting principles in our new strategy; put simply, if we are to achieve our ambitions as an institution we must ensure that every single member of our community is able to achieve their potential.

This is one of the reasons we have chosen, in addition to our obligation to report on our gender pay gap, also to report voluntarily on our ethnicity pay gap this year. We should be transparent about the equality challenge we face, and hold ourselves accountable for bringing about the changes we need to make. These initial data on our ethnicity pay gap make uncomfortable reading. But they also provide a baseline against which we can and must challenge and measure ourselves.

The University Executive Board last year commissioned a detailed analysis on the causes of our gender pay gap and agreed an action plan to tackle it. We are starting to see the change we need with a decrease in both the mean and median pay gaps this year, and more women moving into professorial positions. These changes are welcome, but there is still much more to do, in particular in equalising representation in all the professorial pay bands.

You should hold me and the Executive Board to account in reducing these pay gaps - but if we are to achieve our ambition as a truly diverse, inclusive and equal community, we must all play our part. I urge you to read page 13 of this report to see how you too can help support the actions we have identified as ways to reduce our Gender and Ethnicity pay gaps so that the next time I write this introduction, I will be able to say we have made a real difference.

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 women and men. The figures contained in this report have been calculated using the methodology stipulated by UK legislation.

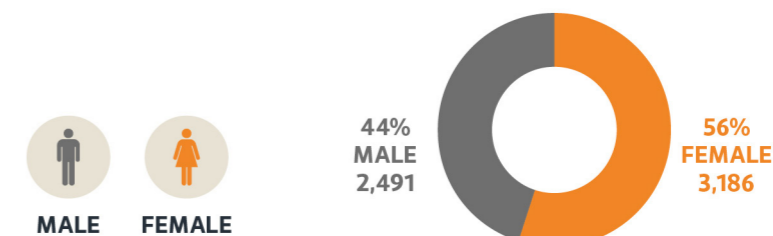
EQUAL PAY highlights the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value. As such, no inference can or should be made about equal pay using gender pay gap information. The University has measured, monitored, and taken action regarding equal pay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

Our reported figures

GENDER SPLIT

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

Total number of staff: **5,677** including casual workers¹.



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.

Summary

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
2021	18.1%	14.8%
2020	19.1%	18.6%
2019	18.9%	16.0%
2018	17.6%	16.3%
2017	19.3%	17.7%

Understanding the changes to our gender pay gap

Decrease in the median pay gap: The median gender pay gap has decreased from 18.6% in 2020 to 14.8% in 2021.

Decrease in the mean pay gap: We have seen a decrease in the mean pay gap from 19.1% 2020 to 18.1% in 2021.



CALCULATING THE MEAN AND MEDIAN

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

We are pleased to see a decrease in both the mean and median pay gap. We have investigated the underlying causes and provide the following explanation:

- The University has seen an increase in female colleagues at professorial levels which accounts for a 0.21 percentage point decrease in the mean gender pay gap. An additional 12 females have been appointed to Professorial Band 1 which accounts for the majority of this decrease.
- A reduction in casual workers, who are predominantly female, within this year's data (see Chart 1) has resulted in a 0.63 percentage point decrease in the mean gender pay gap.
- Chart 2 provides the University mean and median pay gap figures including and excluding casual workers, to help illustrate the impact of casual workers on our gender pay gap.

CHART 1: DISTRIBUTION OF HOURLY RATES – 2021 AND 2020 (casual staff only)

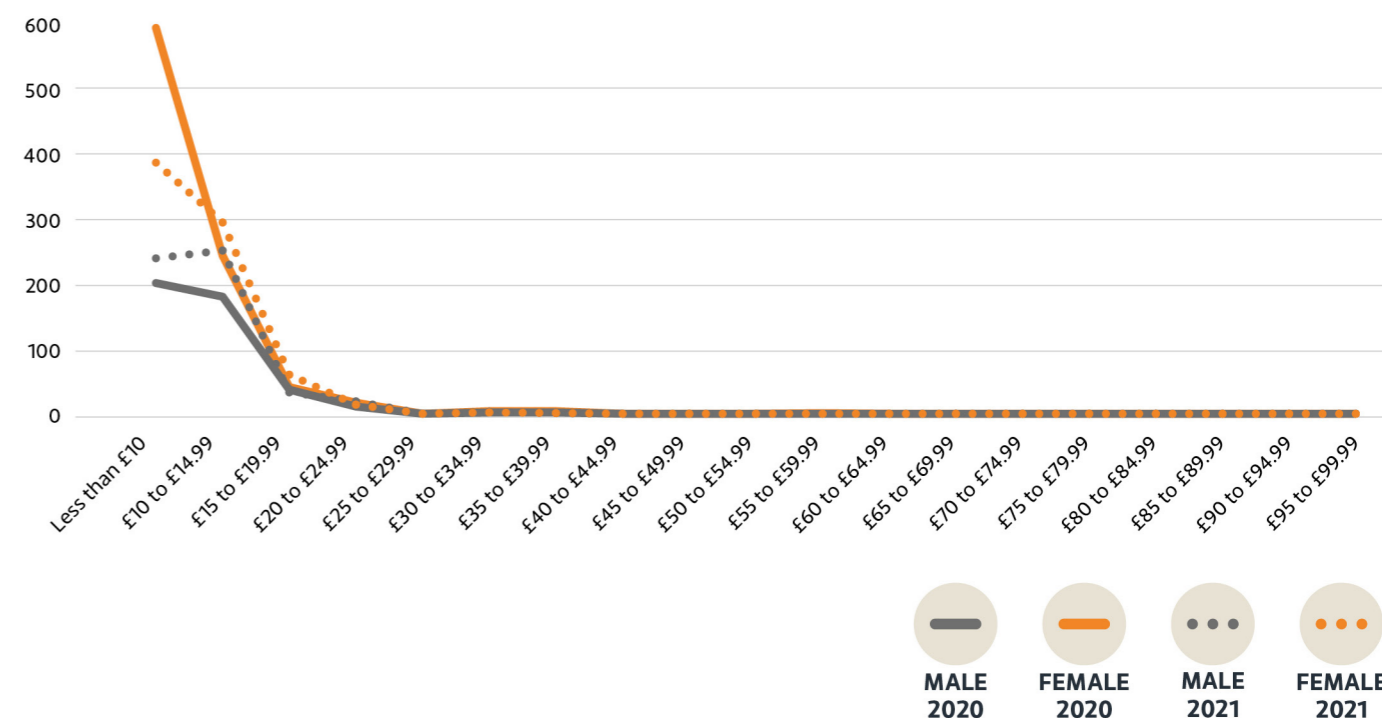
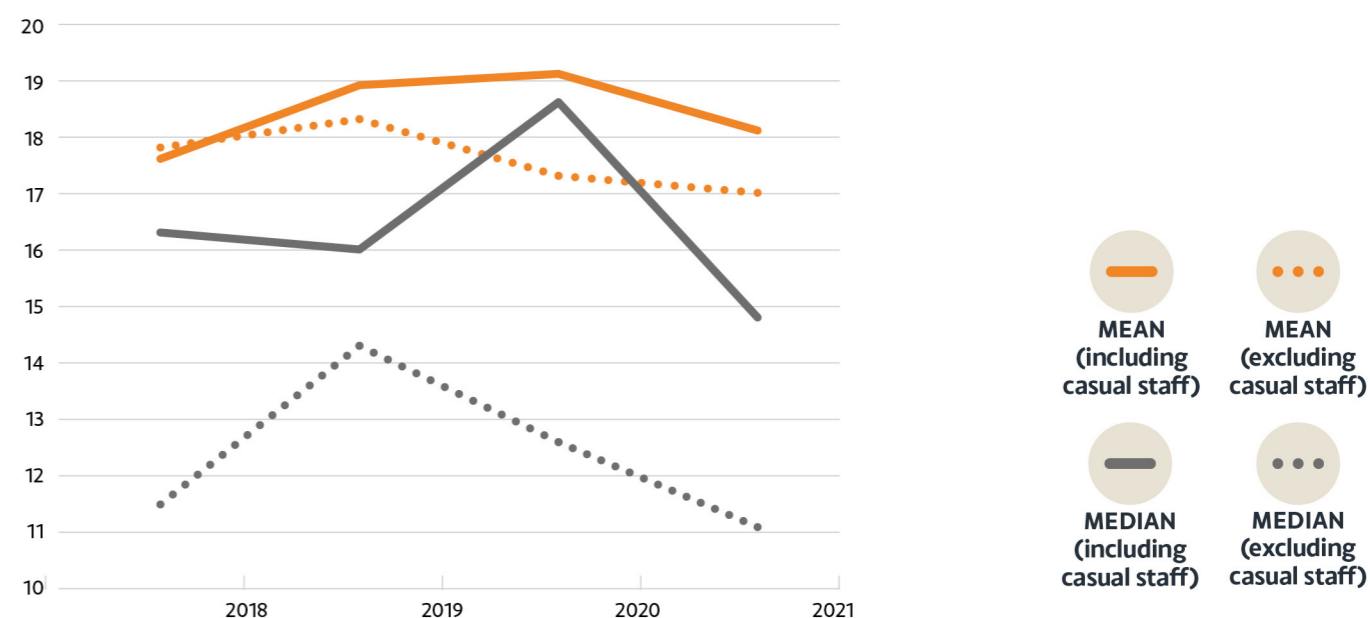


CHART 2: MEAN AND MEDIAN PAY GAP 2018 TO 2021



Our casual workforce is very important to the University, because many workers are drawn from our student community and they carry out important tasks such as working as student ambassadors during university open days. They are included in our headline gender pay gap figures. However, the use of casual workers fluctuates according to different events throughout the year and therefore Chart 2 shows our mean and median pay gap for 2021 excluding casual workers.

If casual workers are excluded the University's mean pay gap is 17.0% and the median is 11.1%.

BONUS GAP

Difference in bonus payments between male and female staff.

The percentage of males and females in receipt of a bonus payment in 2020/1.

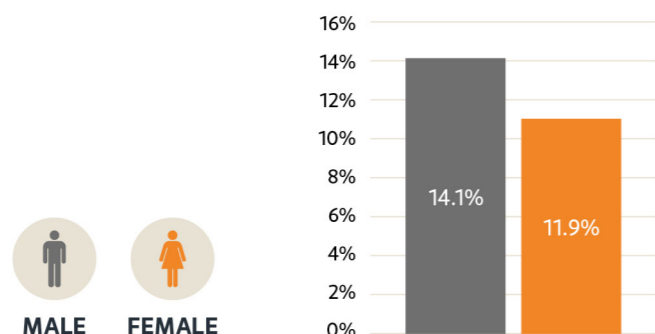


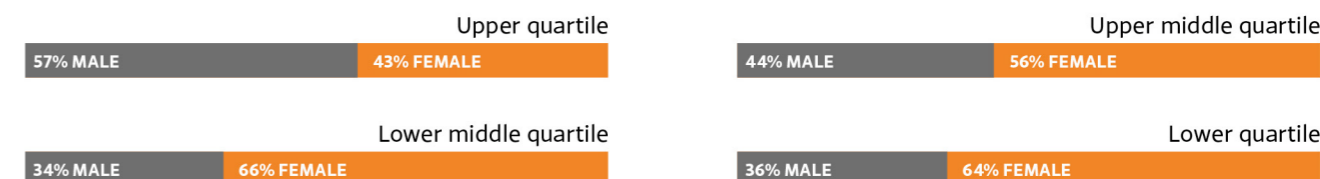
TABLE 2: UNIVERSITY GENDER BONUS GAP

YEAR	MEAN (AVERAGE)	MEDIAN (MIDDLE)
2021	54.7%	0.0%
2020	81.3%	6.0%
2019	73.3%	-27.3%
2018	69.5%	-25.0%
2017	74.0%	4.4%

There has been a decrease in the mean bonus gap from 81.3% to 54.7% in 2021 and the median bonus gap has reduced to 0.0%. 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. 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. 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 through the most recent COVID lockdown.

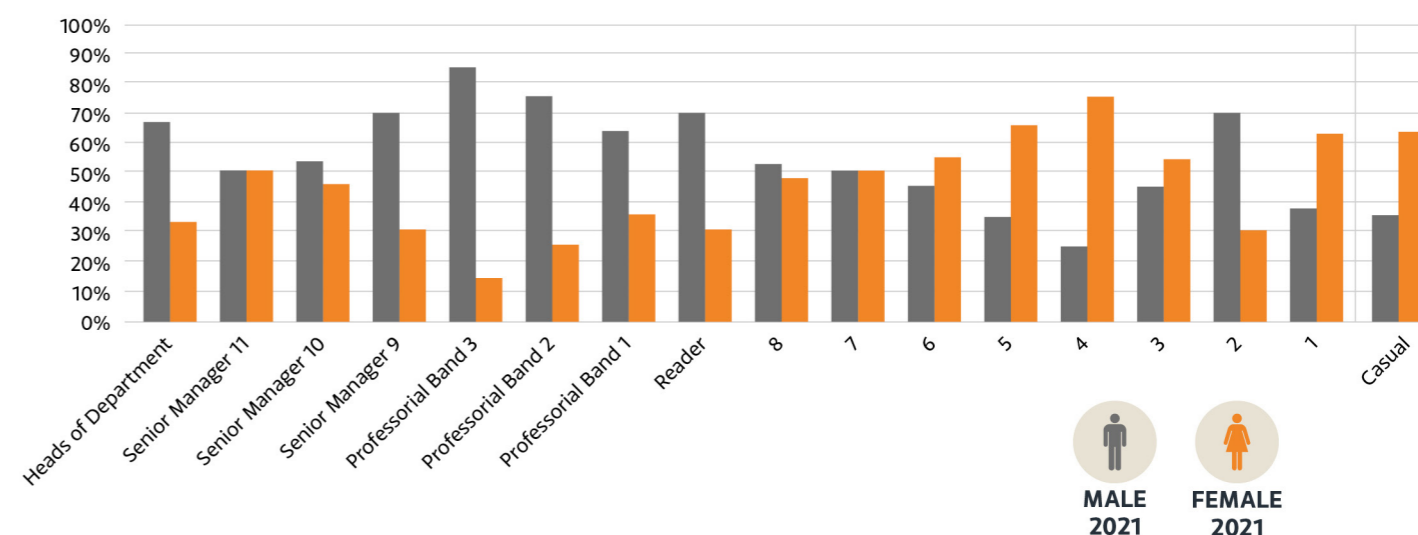
PAY QUANTILES

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



Whilst the number of women in the upper quartile has remained static in the past year, the proportion of women in the upper middle salary quartile has steadily increased each year from 2017. The upper middle quartile has seen a rise from 50% in 2017 to 56% in 2021. The lower quartile has seen a reduction in the number of women this year. These trends are having a positive impact on the underlying gender pay gap and are addressing a structural issue which drives the gender pay gap, the under representation of women in senior roles.

CHART 3: PROPORTION OF MALES AND FEMALES BY GRADE



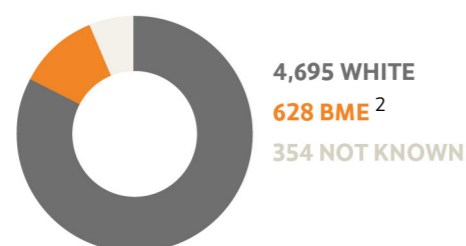
From detailed analysis we have done on our gender pay gap, we are aware that the predominance of males in professorial bands 2 and 3 along with the predominance of females in grades 1 to 5, are the key drivers of our gender pay gap. It is only by addressing these underlying structural issues that we will close the pay gap. The proportion of men and women 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 has chosen to report its ethnicity pay gap in 2021 in the spirit of openness and transparency, and to acknowledge where we need to make progress and what we will do to achieve this.



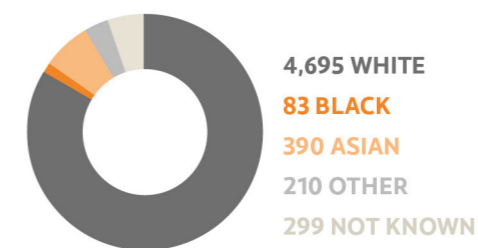
Total number of staff : **5677**

- 4,695 (83%) staff identify as white.
- 628 (11%) staff identify as BME.
- 354 (6%) staff are not known or not declared.

TABLE 3: UNIVERSITY BME PAY GAP 2021

ETHNICITY	MEAN (AVERAGE)	MEDIAN (MIDDLE)
BME	14.8%	18.6%

The mean pay gap between a BME member of staff and a white member of staff is 14.8%. The median is 18.6%.



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

- For those identifying as having black ethnicity, the mean pay gap is 29.4% and the median is 38.8%.
- For those identifying as having Asian ethnicity, the mean pay gap is 12.4% and the median is 11.7%.
- For those identifying as having "other" ethnicities, the mean gap is 12.6% and the median is 14.8%.

TABLE 4: UNIVERSITY ETHNICITY PAY GAP 2021

ETHNICITY	MEAN (AVERAGE)	MEDIAN (MIDDLE)
Black	29.4%	38.8%
Asian	12.4%	11.7%
Other	12.6%	14.8%

² BME 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'.

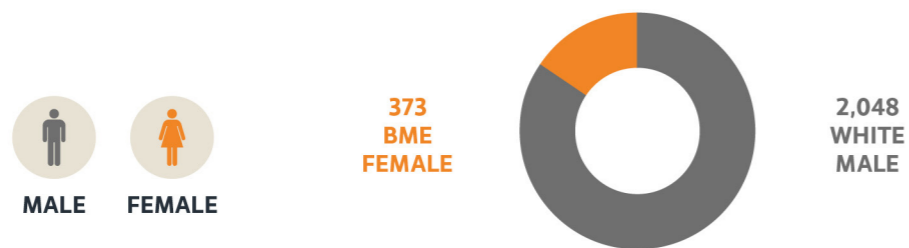
We recognise that the use of 'BME' has its limitations as it does not reflect the identities and experiences of people who fall into this statistical grouping, however, it is used here to examine the broad differences in pay between the majority of staff who identify as 'White' and those from other ethnic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

From a detailed analysis of our ethnicity pay gap data, we have established that:

- 62% of casual employees; 68% of academic employees and 90% of professional & support employees state they are White-British.
- The next largest ethnic grouping is White - other (includes White Other, White Irish and Traveller) accounting for 8% of all our employees.
- Based on the distribution of postcodes of existing employees and the 2011 census by parliamentary constituencies the overall UoY ethnicity profile is broadly consistent with the area we recruit from.
- In academic roles White-British employees are fairly represented across the pay scale.
- For casual and professional and support roles, Black, Mixed and Asian-Other roles stand out for their over representation in lower paid roles and under representation in higher paid roles.
- Key driver analysis shows that casual roles have the largest impact on the pay gap due to the over representation of ethnic minorities in these roles.

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

BME AND GENDER



ETHNICITY AND GENDER

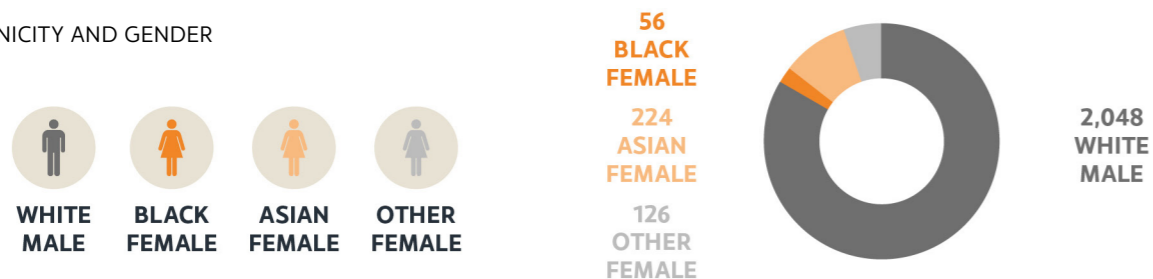


TABLE 5: UNIVERSITY BME AND GENDER PAY GAP 2021

ETHNICITY AND GENDER	MEAN (AVERAGE)	MEDIAN (MIDDLE)
Pay Gap between black female and white male	41.5%	47.6%
Pay Gap between Asian female and white male	28.4%	31.1%
Pay Gap between other female and white male	27.3%	27.4%

Important note: Calculating and reporting or how calculations are made on Ethnicity Pay Gaps is complicated. As there is no formal, statutory guidance about what is required, the University has employed an independent statistician to carry out detailed analysis in accordance with best practice in this area.

Analysis is based on data groupings that best reflect the University's staff multi-ethnicity composition and attempt 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 for different backgrounds.

PROGRESS SINCE OUR LAST REPORT:

Gender Pay Gap

The University has seen a decrease in the mean gender pay gap from 19.1% in 2020 to 18.1% in 2021 and also a decrease in the median gender pay gap from 18.6% in 2020 to 14.8% in 2021.

If casual workers are excluded from these figures (due to the sporadic nature of their engagements) the mean gender pay gap has decreased by 0.3 percentage points to 17.0% and the median has decreased by 1.5 percentage points to 11.1%.

We have seen an increase in the number of women in both the upper middle quartile of our salary structure and in Professorial Band 1 - this is encouraging for our "pipeline" of talented women.

We have seen a large increase in the number of men and women receiving a bonus payment and both the mean and median bonus pay gap has reduced due to significant numbers of "Making the Difference" awards made to colleagues who worked on campus over the Christmas/New Year period in 2020.

The University became a Living Wage accredited employer in 2021 and it is anticipated to have a small, positive impact on the 2022 mean gender pay gap.

Ethnicity Pay Gap

Building on the Staff Racial Equality Forum listening exercise in 2019, we have established a Race Equality Co-ordination Group with a clear focus for action to address racial inequality. In 2021 we published our anti-racism statement. So far, **we have:**

- Improved the breadth and quality of our staff data by expanding the ethnic minority categories for equality monitoring in our HR systems giving us a stronger basis with which to drive our recruitment, retention, promotion and visibility agendas.
- Streamlined our Academic Promotions process and made it more transparent, including running information webinars for staff and sharing colleagues experiences of applying for promotion. Staff from black, Asian and minority ethnic ('BME') backgrounds have been actively encouraged to apply for promotion, resulting in an increase of 112% in applications and 150% increase in successful applications. It should be noted that the numbers of staff in this group remains small (19 applications in 2020/21) so whilst positive, these increases should be considered in that context.
- Commenced the implementation of a Pilot Reciprocal Mentoring Programme during the 2021/2022 academic year. The programme partners staff from under-represented ethnic backgrounds with senior leaders for mutual learning and benefit. Outcomes and experience from the pilot will inform an expanded, future programme to support career progression for staff from ethnic minority groups, help senior leaders understand the lived experience of a wide range of colleagues and to inform University decision making.
- Showcased the *contributions of staff (and students) of colour* as part of our celebrations during Black History Month.

FUTURE ACTIONS

Action to reduce our Gender and Ethnicity pay gaps

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. In order to do this we will:

- Run an external and internal campaign to raise the profile of York's intent to improve the diversity of its workforce.
- Ensure that at a senior level equality is championed in each professorial recruitment.
- Target under-represented groups in relation to promotion opportunities by individual intervention including active talent management.
- Target under-represented groups in relation to recruitment activity, by specifically seeking out diverse candidates.
- Review and use a positive action statement on all Professorial job adverts and recruitment material.
- Advertise all Professorial roles as available part time or job share.
- Require any external agency to provide diverse shortlists - with the aim of at least 50% female shortlisted candidates for each campaign.
- Offer all candidates identified for a Professorial role a conversation with the University's recruitment advisor regarding the range of work life balance policies and facilities available and options for flexibility.
- Provide training on objective assessment to those sitting on recruitment panels.
- Aim for recruitment panels to be gender balanced.
- Continue to set annual targets for the increase of under represented groups in these grades.

2. Achieve 50:50 gender balance in the engagement of students into ambassador roles (and similar). In order to do this we will:

- Identify current male student ambassador (SA) role models to use in a new and improved advertising strategy to improve gender balance amongst SA's. This will incorporate the use of social media to engage with the audience.
- Emphasise that this work is not always 9 to 5 Monday to Friday and so can suit students with higher contact hours.
- Run some focus group sessions with SAs and non-SAs to determine why males do/don't apply.
- Carry out sector research to see what other institutions that have SA schemes are doing to try to tackle this issue and whether they have seen any successes.
- Contact former male Student Ambassadors to get an overview of what they are doing now and how the Student Ambassador roles helped them in their career (assuming the transferable skills were appealing to future employers).

3. Implement the 'Real Living Wage' with effect from 1 August 2021.

In addition, as part of our ongoing commitment to tackling racial inequality and to reduce the ethnicity pay gap we will:

1. **Expand our reciprocal mentoring programme to enhance career progression for staff from under-represented ethnicities and to improve senior leaders' understanding of staff experiences to enhance inclusive decision making.**
2. **Roll out race equality / anti-racism training to our staff and students.**
3. **Implement a programme of events focussed on the experiences and challenges of people of colour as well as celebrating the achievements of staff (and students) from under-represented and marginalised ethnic backgrounds.**
4. **Work with local and regional communities to learn from their experiences and promote the University as an inclusive employer where they can thrive.**
5. **Review our academic promotions criteria to ensure they align with our inclusive principles and anti-racist agenda.**
6. **Provide focused support for colleagues from under-represented ethnicities to progress their careers at the University of York with a view to achieving representation at all levels that is reflective of the make up of our student body and ensures strong role models at Professorial and Senior Management levels.**

Definitions

As a public organisation with 250 or more employees as at 31 March 2020 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.
- A full pay relevant employee - an employee who was employed on 31 March 2020, 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 2019 to March 2020, 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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