

GENDER PAY GAP 2017 report summary

The University was founded on the principles of excellence, equality and opportunity for all and so tackling our gender pay gap remains a strategic priority. Since 2008 we have measured and monitored equal pay, producing reports to inform our equality, diversity and inclusion action planning.

The mean hourly rate pay gap of 19.31 percent and the quartile distribution of hourly rates show a lower number

of women in more senior roles.

We are determined to tackle this issue by understanding in more detail and addressing any barriers to the recruitment or promotion of women to senior roles.

We have developed an action plan that will support, encourage and facilitate women at the University to progress to a higher level.

GENDER SPLIT

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



PAY AND BONUS GAP

	MEAN (AVERAGE)	MEDIAN (MIDDLE)
Gender pay gap	19.31%	17.72%
*Gender bonus gap	73.97%	4.38%

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



Proportion of employees receiving a bonus.

*Our mean bonus pay of 73.97 percent is distorted by the inclusion of eight recipients of Clinical Excellence Awards. These awards are made to qualified doctors who are jointly employed by our institution in a teaching and/or research role, and by the NHS. They are made to recognise clinical performance at an exceptional level. The University plays no role in determining who receives these awards and they are

funded by the NHS. The awards have artificially elevated the mean bonus figure as the University is required to administer the payment through our payroll. The median gender bonus gap of 4.38 percent better represents the true picture for the institution and reflects relatively small awards made through a University recognition scheme.

PAY QUARTILES



Splitting the hourly rates of pay into quartiles and examining the percentage of male and female employees in each.

OUR FOCUS

Recruiting or promoting more women into senior roles

- Understand and address any barriers to women securing senior positions through recruitment or promotion.
- Encourage and support women to apply for senior roles through training, mentoring and personal development.
- Introduce unconscious bias training for key positions and actively encourage applicants from under-represented areas.

Continue the good work

Build on the drivers of success in reducing the gender pay gap and share best practice.

Link the gender pay gap action planning to the success achieved through our Athena Swan initiatives.

Informed action planning

Deeper analysis of all pay gaps within diverse employee groups.

Use staff survey, equal pay reporting and other research material to inform action planning and measure success.

Reference and coordinate action planning with the Equality, Diversity and Inclusion Strategy.