



UNIVERSITY
of York

University of York Gender pay gap report 2017

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WE BELIEVE IN EXCELLENCE, EQUALITY AND OPPORTUNITY FOR ALL. THEY ARE THE PRINCIPLES UPON WHICH THE UNIVERSITY OF YORK WAS FOUNDED.

KOEN LAMBERTS, VICE-CHANCELLOR

The University of York was founded on principles of equality and opportunity for all, anchored by the highest standards of academic excellence and remains a hallmark of the University of York's approach to achieving all areas of its mission.

This commitment to equality, including equality of pay and reward, is embedded in our culture and our policies. We have a long and proud association with Athena SWAN, holding 12 awards in support of gender equality, representation and success for all, with gold awards for Chemistry and Biology and a University-wide bronze award. But we are not complacent, and we continually seek new and innovative ways to improve our practice still further.

Whilst the statutory gender pay reporting is new in 2018, York has been undertaking equal pay audits for many years. We want to go far beyond meeting statutory obligations. I believe that we can bring about a genuine cultural change by removing any barriers, whether real or perceived, which prevent more women progressing to senior roles in the Higher Education sector. The aim of our action plan is to take a more innovative approach to investigating and solving any pay gaps associated with gender or other protected characteristics.

Addressing the gender pay gap is a high priority for our senior leadership team - the University Executive Board - and our Council, but it is not our only focus when it comes to equality and inclusion. We are proud of the work that we have undertaken to develop a new Equality, Diversity and Inclusion Strategy, which we are confident that, combined with our gender pay action plan, will deliver real change. By doing this we will ensure we continue to embody the principles that make the University of York a great place to work.



JO HORSBURGH, UNIVERSITY REGISTRAR AND SECRETARY

As recently appointed Registrar and Secretary at the University I also have the privilege of chairing the Equality, Diversity and Inclusion Committee which constitutes an important part of the organisation's governance. The University is an excellent environment in which to work, live and learn. Much has already been accomplished to ensure the staff and student experience is fair and equitable and we have a culture

of respect. However, I am committed to continuing this journey by developing and delivering our diversity and inclusion strategy across the whole organisation. This means the committee will seek out innovative approaches and examples of best practice as well as monitoring and measuring progress, to maintain our reputation as a world class inclusive institution that prides itself on opportunity for all.

Statutory definitions for measurements used in this report

MEAN GENDER PAY GAP	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	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 GAP	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
MEDIAN BONUS GAP	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
BONUS PROPORTIONS	The proportions of male and female relevant employees who were paid bonus pay during the relevant period
QUARTILE PAY BANDS	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands



Gender pay is not the same as equal pay. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.

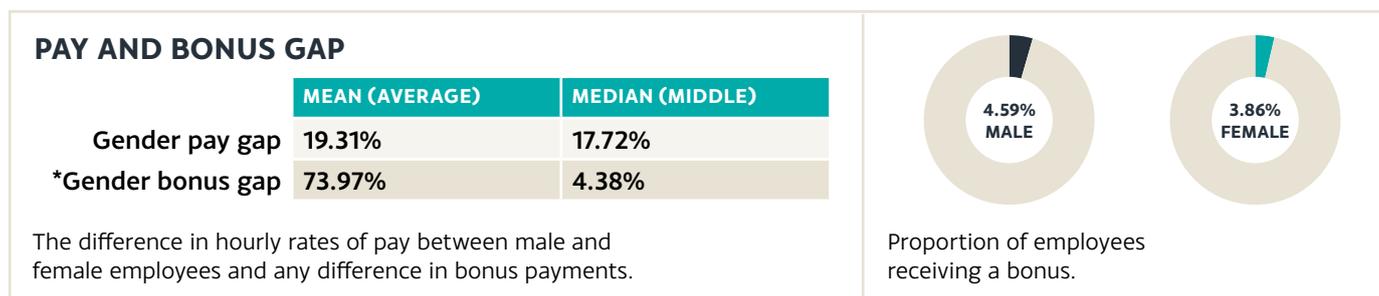
The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation. It is expressed as a percentage of men's earnings. Source: Equality and Human Rights Commission.

Staff consultation and involvement

We have conducted a number of equal pay reviews over the past decade. These have been shared openly with staff and their Trades Unions, and have been published on our website. The most recent review was published in 2017 and staff were invited to comment on the action plan which arose from that review. We considered responses including those from Trades Unions and took these into account in publishing our final Equal Pay Action Plan. The new statutory gender

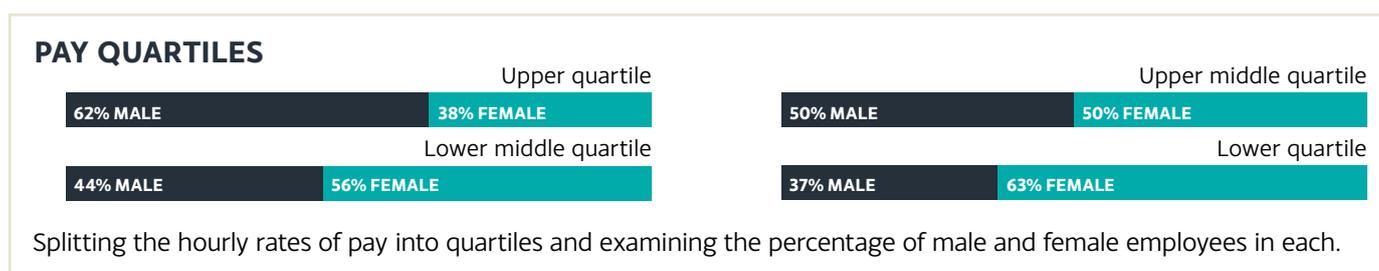
pay gap analysis is statistically different to the equal pay reviews we have conducted, and we will explain this to our staff. However, the actions arising from both sets of analysis – the equal pay review and the statutory gender pay gap – point to the same underlying causes. We will continue to consult and involve staff and their Trades Unions on plans and progress made to address these causes.

Our reported figures



*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 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.



Explaining the gap

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 transparency and consistency of the JNCHES (Joint Negotiating Committee for Higher Education Staff) Pay Framework adopted by the University lessens the likelihood of there being pay inequality. However, our report has uncovered some potential areas of concern

that require further investigation, including a negative pay gap for black and minority ethnic (BME) women in certain grades and a pay gap in favour of men at a senior professorial level.

Whilst generally we do not have equal pay concerns, our mean hourly rate gender pay gap of 19.31 percent demonstrates, that we have an unacceptable gap. The main problem is explained by the quartile distribution of hourly rates. These figures indicate that we have a lower number of women in more senior roles.

Our future focus

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 including BME women. We have developed

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

Our focus

RECRUITING OR PROMOTING MORE FEMALES 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.

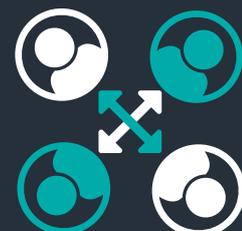
INFORMED ACTION PLANNING



Deeper analysis of all pay gaps within diverse employee groups including BME women.



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.

Equality and inclusion – the story at York



PROFESSOR DEBORAH SMITH, PRO-VICE-CHANCELLOR FOR RESEARCH

I began my career at York in December 2004, relocating from Imperial College London where I had already been a Chair for five years. In the years since my arrival, I have served as Head of the Department of Biology before moving to my current role as Pro-Vice-Chancellor for Research, with a seat on the University's

Executive Board and Council. My overall responsibility is for research strategy and policy across the University. Our key objective is to carry out excellent research that has the potential to change the world.

My aim as PVC-R is to identify, promote and support excellent research and researchers at all career stages across the institution. I am the institutional lead for Athena

Swan and chair the University's Athena Swan Steering Group. This agenda is embedded within the new Equality, Inclusion and Diversity (EDI) Strategy that captures our gender and other equality and inclusion aspirations as an institution very well.

Our challenge for the future will be to ensure that we live up to that strategy. We need full engagement from all our staff and students; opening hearts and minds to the advantages for all if there is equality for all. We want buy-in from all staff and students across the University.

Full transparency and excellent communication are essential if we are to work together effectively – I believe that everyone should be aware of our aims and objectives in EDI and where the opportunities are for them to be involved in delivering these objectives for the benefit of our whole community.



PROFESSOR VANITA SUNDARAM, CHAIR, BOARD OF STUDIES, DEPARTMENT OF EDUCATION

I joined the University as a postdoctoral researcher in March 2006 and worked on a fixed-term research contract for 18 months. With the encouragement of my then Head of Department, I successfully applied for a lectureship in the Department.

With further support, I gained experience of teaching and supervision across programme levels, leadership of modules, programmes and eventually of entire teaching areas.

Alongside this I developed a research programme on gender and education and won internal and external funding to build this programme. I progressed to Senior Lecturer in 2013 and then to Professor in 2017, with two periods of maternity leave taken in 2012 and 2015, respectively. When I took maternity leave, I was supported to maintain my leadership roles, and to take research leave following my return. This enabled me to achieve the goals I had set for myself – as did a lot of hard work on my part!

My research focuses on understanding and challenging the ways in which sexism, sexual harassment and violence operate in educational settings. Our research expertise at York in this area is of national importance and

is being taken up by other Higher Education institutions in the North and has been cited as good practice by Universities UK.

In addition my work on sexual harassment and violence in universities has led to significant changes in institutional practices and policies at York and has significantly enhanced the University's work to support survivors of violence. I am proud to be contributing to making York a more inclusive environment to live, study and work through my research.

There has been a positive shift in culture and practice to increase awareness and understanding of genders and sexualities, diversity and barriers/enablers to inclusion for LGBTQ+ students and staff. There are examples of excellent practice within the University and our aim is to adopt these models across the institution.

Change will only happen when institutions recognise the structured and systemic nature of gender inequality inherent within their ways of working. Progress needs to continue in terms of equality and improving our practices including: addressing the under-representation of women at the most senior levels, gender and ethnic diversity in terms of management and decision-making bodies, and implementing in more imaginative and innovative ways policies that promote equality, for example, how we embed shared parental leave.



HEIDI FRASER-KRAUSS, DIRECTOR OF INFORMATION SERVICES

I joined the University in 2012 as the Head of IT Services, relocating from St Andrews University. In 2015, the Director of Information Services role became available, responsible for IT Services, the Library, and Archives. This was externally advertised, and despite strong competition I was successful

and took up post in October 2015. In February 2016 I was invited to join the University Executive Board, this is the senior team with operational responsibility for the institution. Joining the Board has been a very positive experience, I've had a steep learning curve, but have thoroughly enjoyed the challenge of participating in the

strategic decision making that will help shape the future of the University.

I think my major contribution to the University has been to focus IT Services and the Library on providing services and facilities that are accessible and consistently meet the real needs of our students and academic staff.

In terms of equality, diversity and inclusion I feel we have made great progress focusing people's minds on the issue, and having it clearly on the agenda of the whole institution. It's important we continue on this journey and always challenge any instances of unconscious bias. I was recently awarded Chief Information Officer (CIO) of the Year at Computing News' Women in IT Excellence Awards and I'm hoping this will inspire more female support staff to realise their potential in IT Services.



MARIA AYAZ, HEAD OF EQUALITY AND DIVERSITY OFFICE

I have been in post for approximately 18 months and my experience of settling into York in the early months has been extremely positive. Many colleagues across departments have been very supportive; the collegiate attitude has certainly helped my development and understanding of York.

My team and I are responsible for supporting the University and all departments to embed the equality, diversity and inclusion agenda. We have led on the development of the new University Equality, Diversity and Inclusion Strategy. This sets out a vision and commitment to ensure we collectively create a working, learning, social and living environment that will enable all our staff and students to be an integral part of the York community.

York has a long history of engagement with the equality agenda, in particular the gender equality agenda through Athena SWAN*. Our starting point to develop the strategy was the recognition of our achievements and early progress. Our ambition is to ensure we are consistent in

our approach across all services and departments, and to extend our approach to the wider equality agenda, as set out in the values and objectives.

Our challenges ahead include the need to address the multiple identities overlapping the equality agenda. For example, understanding that the experiences of gender, ethnicity, sexuality, age, disability and religion have a combined impact on issues of representation, inclusion, participation and progression. We need engagement. We cannot begin to tackle or achieve our vision of equality for all until everyone is engaged and everyone is involved. We are confident that we live, work and study in a university, and society where everything is fair and equal, but we need to ask ourselves - how do we know this is true? Do we openly talk about our achievements or the progress we still need to make? Do we provide safe spaces for disclosure, are we open to feedback and do we reflect on this? How we take personal responsibility for supporting the vision of equality for all? These are questions we shall constantly be asking ourselves over the coming years.

** Athena Swan is a charter that recognises gender equality: representation, progression and success for all.*



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