

# GENDER PAY GAP 2018 report summary

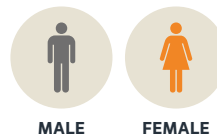
We are encouraged by the reduction in our gender pay gap since the publication of our last report, although we appreciate much more needs to happen to accelerate the pace of change and impact on closing the gap. The reduction in our gender pay gap by 1.7 percentage points

(mean) and 1.4 percentage points (median) is the result of the growth of women as a proportion of total staff in the majority of senior grades (grade 7 and above including professorial and senior management grades).

## GENDER SPLIT

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

Total number of staff: **5,256** including casual workers.



## GENDER PAY GAP

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

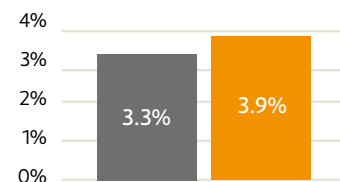
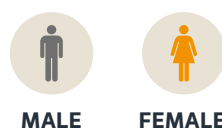
UNIVERSITY GENDER PAY GAP

|      | MEAN (AVERAGE) | MEDIAN (MIDDLE) |
|------|----------------|-----------------|
| 2018 | 17.6%          | 16.3%           |
| 2017 | 19.3%          | 17.7%           |

## BONUS GAP

Difference in bonus payments between male and female staff.

PROPORTION OF EMPLOYEES PAID A BONUS

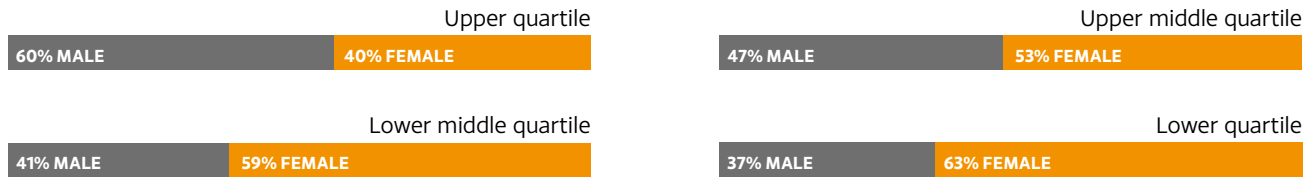


GENDER BONUS GAP

|      | MEAN (AVERAGE) | MEDIAN (MIDDLE) |
|------|----------------|-----------------|
| 2018 | 69.5%          | -25.0%          |
| 2017 | 74.0%          | 4.4%            |

Our mean bonus pay gap of 69.5% is distorted by the inclusion of the few recipients of Clinical Excellence Awards. These awards are made to qualified doctors who are jointly employed by our institution 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. The awards have artificially elevated the mean bonus figure as the University is required to administer the payment through our payroll. If Clinical Excellence awards are removed, the bonus gap is -40.5% in favour of females. This figure reflects payments made by the University to its staff through recognition schemes for outstanding performance, known as 'Making the Difference' and 'Professional @ York' awards.

## 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.

## ACTION AND FOCUS

Our ambition is to close our pay gap by:

### ENGAGING

We will embed Athena SWAN principles throughout the University and engage all staff with the diversity agenda and need for change. Our aim is to hold Athena SWAN awards across the majority of academic departments by 2020. We will improve our data; training and awareness amongst staff and students of gender equality and intersectionality over the next four years.

### THRIVING

We will remove the real and perceived barriers to help all our staff to thrive. We will improve the diversity of the Professoriate; Heads of Departments and the Senior Management group offering a range of activities to enhance career progression including mentorship; training; development and assessment opportunities and the use of positive action. We will improve access to flexible working options and enhance paternity leave. There will be a new and expanded nursery provision from 2022.

### INSPIRING

We will be the a sector leader in gender equality by improving our own practices and sharing our experiences and knowledge with others. We will establish an annual Women in Research conference; appoint an academic Gender Equality Fellow research and disseminate best practice. In 2020 we will hold a "Women at York" exhibition to celebrate achievement of women.