



UNIVERSITY  
*of York*

# University of York Gender pay gap report 2018

Published March 2019





## INTRODUCTION

**FROM SAUL TENDLER,  
ACTING VICE-CHANCELLOR**

Founded on the principles of excellence, equality and opportunity for all, the University of York has a track record of addressing gender representation and progression and a proud association with external equality awards<sup>(1)</sup>.

As Acting Vice-Chancellor, I welcome the opportunity to publish our Gender Pay Gap report for the year ending 31 March 2018. We are reassured to see our gender pay gap moving in the right direction. However, we are far from complacent and recognise more needs to be done to address the disproportionately low number of women at senior levels in the University – especially in academic roles – as well as the higher concentration of women in lower paid employment. We will continue our work on improving gender equality through our Athena SWAN action plan, which is our primary vehicle for promoting gender equality across the institution.

The actions we have committed to taking over the next few years are informed by staff feedback and careful analysis of our workforce information. Our intention is to continue our work to equalise the representation of men and women across the spectrum of different job grades and thereby reduce our gender pay gap further. We will continue to work collaboratively across the institution including with our Trades Unions to deliver on this important agenda.

<sup>1</sup> The Athena Swan charter recognises work undertaken to address gender equality.

## 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: **5,256** including casual workers.



MALE



FEMALE

46%  
MALE



54%  
FEMALE

### SUMMARY OF OUR GENDER PAY GAP

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).

## Summary

### 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%

#### PAY GAP PER SECTION OF THE UNIVERSITY

	MEAN (AVERAGE)	MEDIAN (MIDDLE)
FACULTY OF ARTS AND HUMANITIES	22.7%	18.6%
FACULTY OF SCIENCE	19.5%	14.1%
FACULTY OF SOCIAL SCIENCE	20.3%	18.6%
PROFESSIONAL AND SUPPORT SERVICES	8.4%	13.5%



#### CALCULATING THE MEAN AND MEDIAN

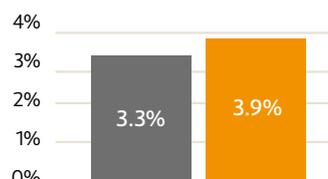
The mean is calculated by adding all of the hourly rates of pay for men/women and dividing by the number of men and women respectively.

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.

### BONUS GAP

Difference in bonus payments between male and female staff.

#### PROPORTION OF EMPLOYEES PAID A BONUS



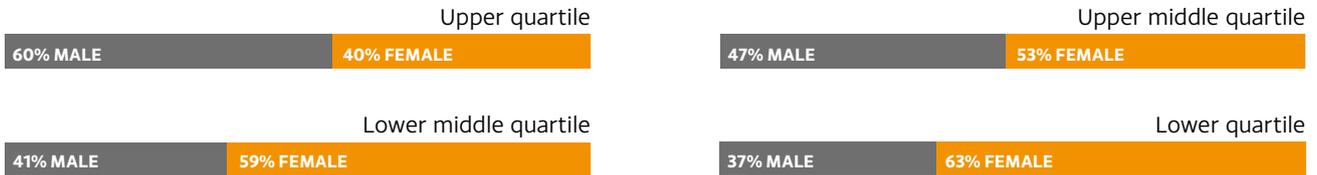
#### UNIVERSITY GENDER BONUS GAP

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

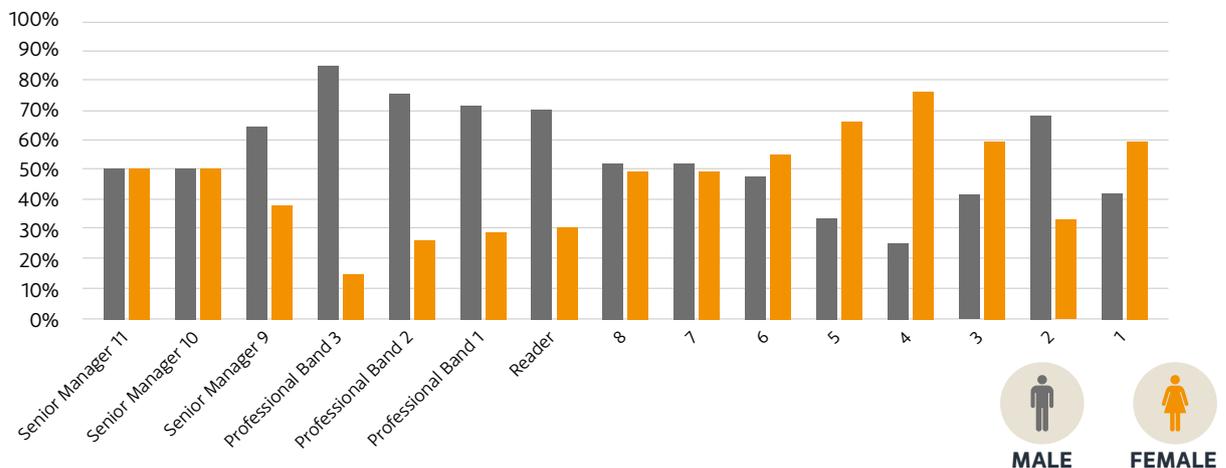
Our mean bonus pay gap of 69.5% is distorted by the inclusion of the few recipients of Clinical Excellence Awards. These awards are made to qualified doctors who are jointly employed by our institution and the NHS in a teaching and/or research position. These awards are made to recognise clinical performance 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.

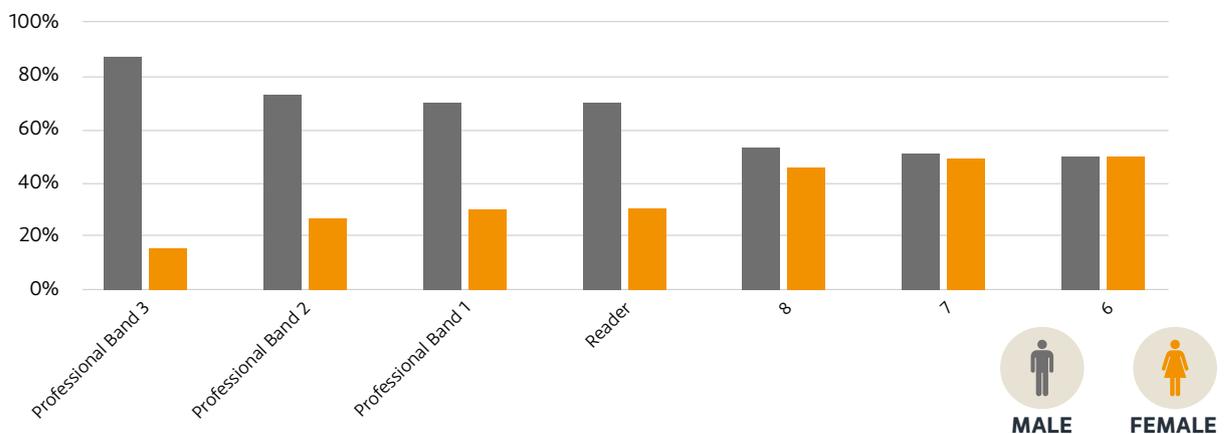


## PROPORTION OF MALES AND FEMALES BY GRADE (excluding casual staff)



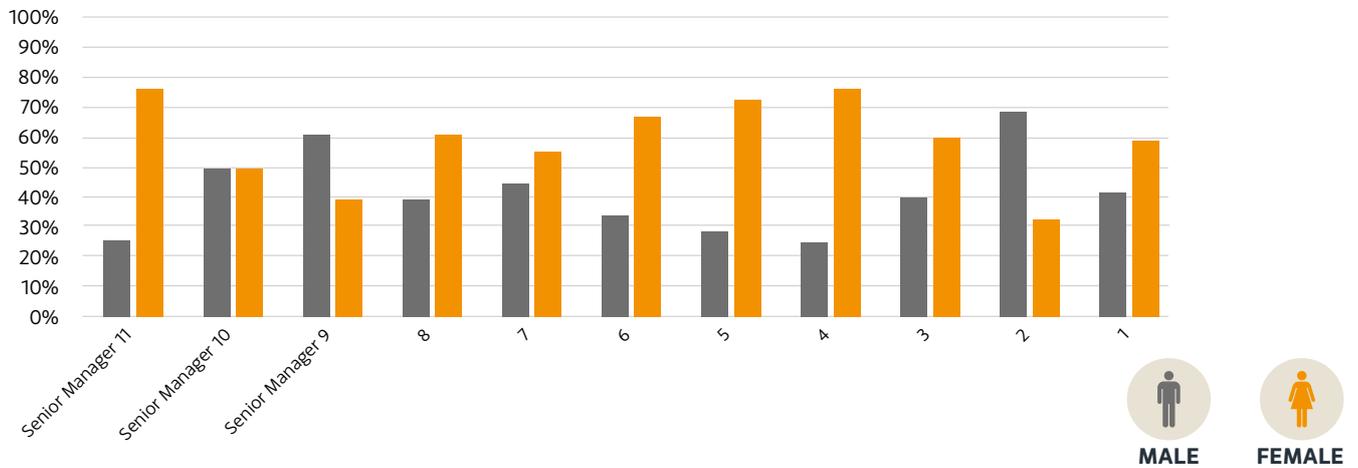
Our underlying gender pay gap is driven by the concentration of women in lower paid work. Women make up the majority of staff in Grades 1 to 6 (with the exception of Grade 2). There is a more equal representation of women and men in Grades 7, 8 and in the Senior Manager Pay Group.

## PROPORTION OF MALES AND FEMALES BY GRADE – ACADEMIC ONLY (excluding casual staff)



Academic staff in Grades 6 and 7 are fairly evenly split between men and women, however the number of women decreases as roles become more senior. In the more senior academic grades including Reader and the Professoriate Bands 1 to 3, there are more men than women. This indicates more work needs to be done to create the right environment for women to progress their careers at the University.

**PROPORTION OF MALES AND FEMALES BY GRADE – PROFESSIONAL AND SUPPORT  
(excluding casual staff)**



Information in relation to professional and support staff, reveals that women are well represented and are in the majority in most grades.

Over the past year, there has been a growth in the number of women in senior roles, which has contributed to the reduction in the gender pay gap. Specifically, the number of women in the Senior Manager Pay Group; Professorial Band 2; Reader and Grade 8 has increased.



## STAFF ENGAGEMENT AND INVOLVEMENT

**J HORSBURGH,  
UNIVERSITY REGISTRAR AND SECRETARY**

As Registrar and Secretary at the University and Chair of the Equality, Diversity and Inclusion Committee, I am encouraged to see the gender pay gap has reduced over the past year. I am confident that colleagues at the University are committed to working together to reduce this further and accelerate the pace of change. The University is an excellent environment in which to work, live and learn. We are committed to enhancing our reputation as a world class inclusive institution that prides itself on opportunity for all and will continue to work hard to develop this further.

We have a number of mechanisms for involving colleagues in discussions regarding equality, diversity and inclusion matters at the University. During summer 2018 we consulted with staff regarding barriers faced by women seeking to progress their career at the University. The resulting feedback from staff has been considered carefully and actions to address these barriers are included in our Athena Swan action plan (2018-2022).

We are fortunate to have positive and proactive staff equality forums including a staff racial equality forum;

INCLUDE (our staff disability network); and the staff forum for LGBT+, and we have regular conversations with our Trades Unions regarding equality, diversity and inclusion matters including the gender pay gap.

Within our Governance structure we operate formal committee structures including the Athena Swan Working Group, Chaired by the PVC for Research, and the Equality, Diversity and Inclusion Committee which is Chaired by the University Registrar and Secretary.



## STRATEGIES AND ACTION PLANNING

**PROFESSOR DEBORAH F SMITH OBE PHD FRSB FHEA  
ACTING DEPUTY VICE-CHANCELLOR; PRO-VICE-CHANCELLOR  
FOR RESEARCH AND CHAIR OF THE UNIVERSITY'S ATHENA SWAN  
STEERING GROUP**

The Athena SWAN Charter recognises the advancement of gender equality: representation, progression and success for all.

The University of York was the first Yorkshire university to gain an Athena Swan bronze award. We have held an award for more than a decade in recognition of our work to address gender inequality and support women in their careers. More than half our academic departments now hold an award.

The Departments of Chemistry and Biology hold a gold award. Chemistry was the first academic department in the UK to be recognised at this highest level.

Our two main vehicles for driving and monitoring our progress on gender equality are the Equality, Diversity and Inclusion Strategy, and our Athena SWAN Action Plan. Together they provide a strong strategic steer for the University and set out a detailed set of actions that will drive institutional change over the next three years.

The Athena Swan action plan seeks not only to promote gender equality but also intersectionality (how experiences and identities at the intersection of race and gender are marginalised by tendencies to treat race and gender as mutually exclusive categories, *Crenshaw1989*). We are determined to enhance

progression for other protected characteristic groups. We will take account of the information provided and conclusions drawn from the University and Colleges Employers Association (UCEA) report "Taking Action: Tackling the Gender Paygap" in Higher Education Institutes (January 2019) in our planning and approach to closing the gender pay gap.

Our Equality, Diversity and Inclusion Strategy can be found on our website [york.ac.uk/about/mission-strategies/supporting-strategies](http://york.ac.uk/about/mission-strategies/supporting-strategies) and more information on the Athena SWAN action plan is available from [york.ac.uk/research/athena-swan](http://york.ac.uk/research/athena-swan)

**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; our 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 profile 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 seek to enhance paternity leave. There will be a new and expanded nursery provision from 2022.

### INSPIRING

We aim to 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 and research and disseminate best practice. In 2020 we will hold a "Women at York" exhibition to celebrate achievement of women.

## Definitions

As a public organisation with 250 or more employees as at 31 March 2018 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 the 31 March 2018, 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 2017 to March 2018, 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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