

# UNIVERSITY OF YORK

# Gender and Ethnicity

# Pay Gap Report 2023

Published March 2024



## Introduction

Back in the 1960's our first Vice Chancellor committed the University to work *"regardless of class, creed, or race."* This commitment was ahead of its time. It wasn't a box ticking statement. It reflected a belief that the University would become a better and stronger institution if it enabled all its members to flourish without impediment. That commitment is as important now as it was then.

As we reflect on the great strides made in the past year, we find ourselves both proud of the progress achieved and aware of the considerable journey that still lies ahead in achieving true equality within our institution. This Gender and Ethnicity Pay Gap Report serves as a testament to our commitment to transparency, accountability, and the ongoing pursuit of an inclusive workplace where everyone is treated fairly and equitably.

Our commitment to becoming a Real Living Wage employer has proven to be a pivotal step forward in our efforts to address pay imbalances. The resulting pay increases for over a quarter of our staff in early 2023, coupled with the potential for future earnings growth within existing grade structures, have been instrumental in driving down our pay gaps. It is a testament to our belief that fair compensation is not just an aspiration but a fundamental practice that empowers our workforce.

Our Pay Gaps Working Group, a collaborative effort between the University, Trade Unions, and diverse staff members, has played a crucial role in steering our progress. The meticulous data-driven approach

employed throughout 2023 has illuminated key areas demanding our attention. With newfound clarity, we are resolute in channelling our focus and energy towards initiatives that will bring about substantial and lasting change.

The encouraging rise of 1.9 percentage points compared to the previous year in the number of females advancing through our promotions processes reflects the impact of our intentional efforts. Applications from eligible female colleagues rose from 80 in the previous year to 102, an increase from 9.5% to 11.4%, which is the highest number and percentage in our records. We are also delighted to see a similar pattern emerging from our ethnicity data which has seen an upward trend from 8.1% to 10% of colleagues from ethnically diverse backgrounds making an application for promotion. Again, this is the highest number in our records.

Building on this momentum, we are introducing significant changes to our promotion processes in 2024. Our goal is to provide every staff member the opportunity to narrate their career journey uniquely, fostering success through non-traditional routes

within our organisational structure. Simultaneously, we are committed to removing barriers hindering staff from applying for promotions, ensuring that career progression is an accessible path for all.

Our commitment extends to our Casual staff, notably our student ambassadors, as we work towards aligning their demographics with our student population. This ensures that our students can see reflections of themselves in these roles, fostering a sense of inclusivity and representation within our university community.

We acknowledge that addressing ethnicity pay gaps requires a comprehensive actionable strategy. Recognising the correlation between staff diversity and these gaps, our focus in the coming year is on making the University of York an institution where

individuals from all backgrounds find not only a place but a welcoming and inclusive environment to thrive. This report serves as a roadmap, highlighting our achievements, our shared purpose, areas of improvement, and our unwavering commitment to fostering an inclusive staff and student community. For us this report is not just a collection of statistics and figures; it is a call to action.

In closing, we celebrate the progress made and would like to take the opportunity to thank you all for your ongoing efforts in ensuring we make our university an attractive and accessible place for individuals from all backgrounds. Together, we will continue to challenge existing norms and work towards a future where every member of our community feels valued, heard, and empowered.



**Professor Kiran Trehan, Pro-Vice-Chancellor for Enterprise, Partnerships and Engagement, Chair of the Equality, Diversity, and Inclusion Committee**



**Professor Charlie Jeffery, Vice-Chancellor and President**

## Gender pay gap

### 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 females and males. The figures contained in this report have been calculated using the methodology stipulated by UK legislation.

**EQUAL PAY** highlights the pay differences between males and females 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

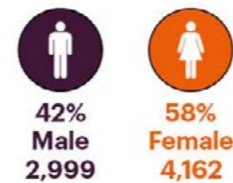
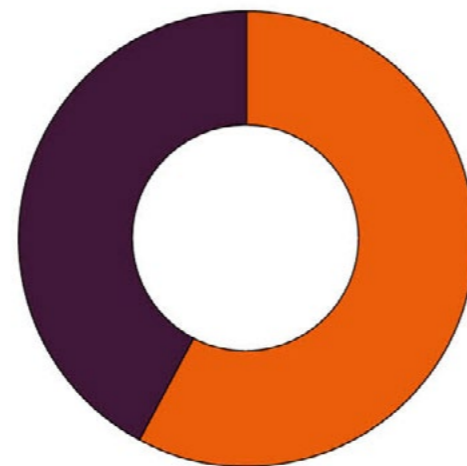
### Gender split

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

Total number of staff included in the Gender Pay Gap calculations is **7,161** including casual workers<sup>1</sup>.

We compile this report using data we hold on our employees' legal sex. We acknowledge that this does not present an accurate record of gender for many trans and non-binary people and are working to capture gender identity data to enable us to report in the way our people identify.

In the meantime, we use the terms 'gender', 'females' and 'males' throughout the report to refer to sex, with the understanding that this is not always synonymous with gender identity. We acknowledge the complexities of sex and gender and that there are many people who do not fit into these binary categories and that some people's gender identity does not align with their legal sex.



## Gender pay gaps

### University Gender Pay Gap history:

Year	Mean (average) Hourly rate pay gap	Median (middle) Hourly rate pay gap
2023	14.9%	11.9%
2022	19.1%	18.6%
2021	18.1%	14.8%
2020	19.1%	18.6%
2019	18.9%	16.0%

### Understanding the changes

**Decrease in the median pay gap:** The median gender pay gap has decreased from 18.6% in 2022 to 11.9% in 2023.

**Decrease in the mean pay gap:** We have seen a decrease in the mean pay gap from 19.1% 2022 to 14.9% in 2023.

These reductions reflect the focus we have placed on making a real difference to our Pay Gaps. We have identified the following key factors accounting for the majority of the change from 2022:

- 2.30 percentage point **decrease** resulting from the changes we made to our grade boundaries for those in grades 1 to 5 in response to the 2022 Living Wage Foundation increase
- 1.10 percentage point **decrease** caused by an increase in males and decrease in females in casual roles
- 0.63 percentage point **decrease** caused by improvements to the gender balance in grades 3 and 4



#### Calculating the mean and median

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

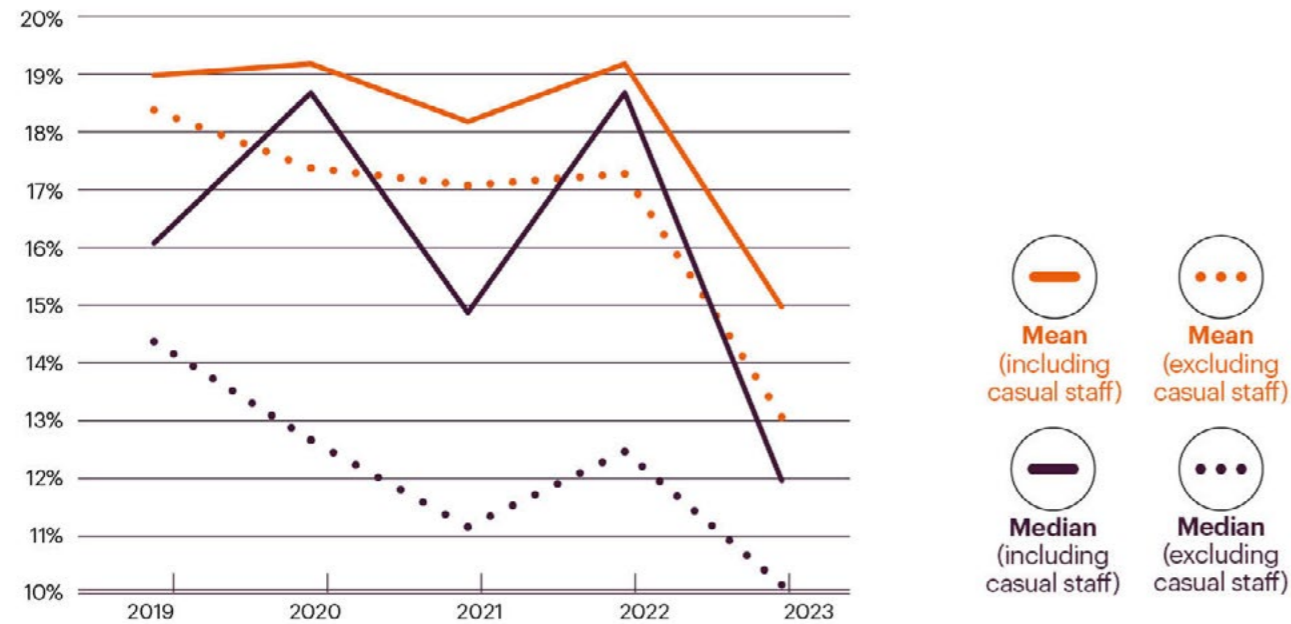
<sup>1</sup> Casual worker: A worker who is engaged for a short (less than 12 weeks) period of time. The University is under no obligation to offer work and the worker is under no obligation to do the work.

### Casual workers

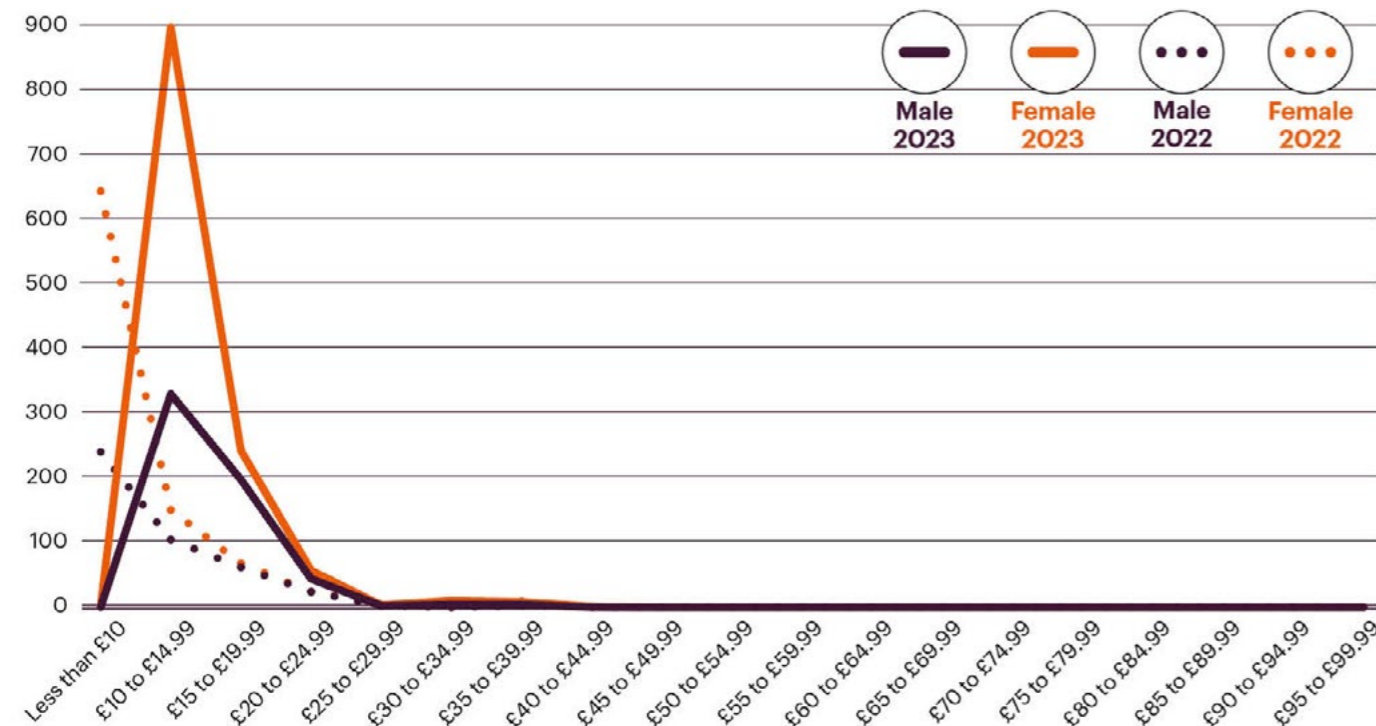
Our casual workforce is very important to the University because many workers are drawn from our student community and they carry out important tasks such as working as student ambassadors during University open days. They are included

in our headline gender pay gap figures. However, the use of casual workers fluctuates according to different events throughout the year therefore we also calculate our mean and median pay gap for 2023 excluding casual workers.

**If casual workers are excluded the University's mean pay gap is 13.0% and the median is 10.1%**



### Comparison of hourly rates for casual workers by gender

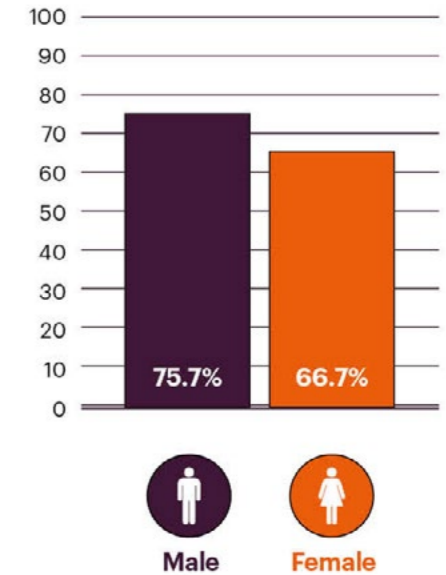


### Bonus gap

Our bonus pay gaps this year are shaped by two extraordinary payments that were made to large groups of staff which are categorised as bonuses for Gender Pay gap calculations.

The first payment was to all staff in July 2022 in recognition of their hard work and commitment in response to the pandemic and outstanding Research Excellence (REF) Framework results. The second payment was made in November 2022 to staff in grades 1-8 to assist during the cost of living crisis (those in grades 1-5 received a higher payment).

As a result, 75.7% of males and 66.7% of females received one or more bonus payments during 2022/23:



Our mean bonus gap demonstrates that our female employees received slightly higher bonus payments than males.

Year	Mean (average) Bonus pay gap	Median (middle) Bonus pay gap
2023	-0.7%	0.0%
2022	59.0%	0.0%
2021	54.7%	0.0%
2020	81.3%	6.0%
2019	73.3%	-27.3%

Whilst not visible this year, our mean bonus gap is influenced 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.

## Pay quartiles

To calculate our pay quartiles, we put the hourly rates of pay for full-pay relevant employees into value order and split them into four equal groups.

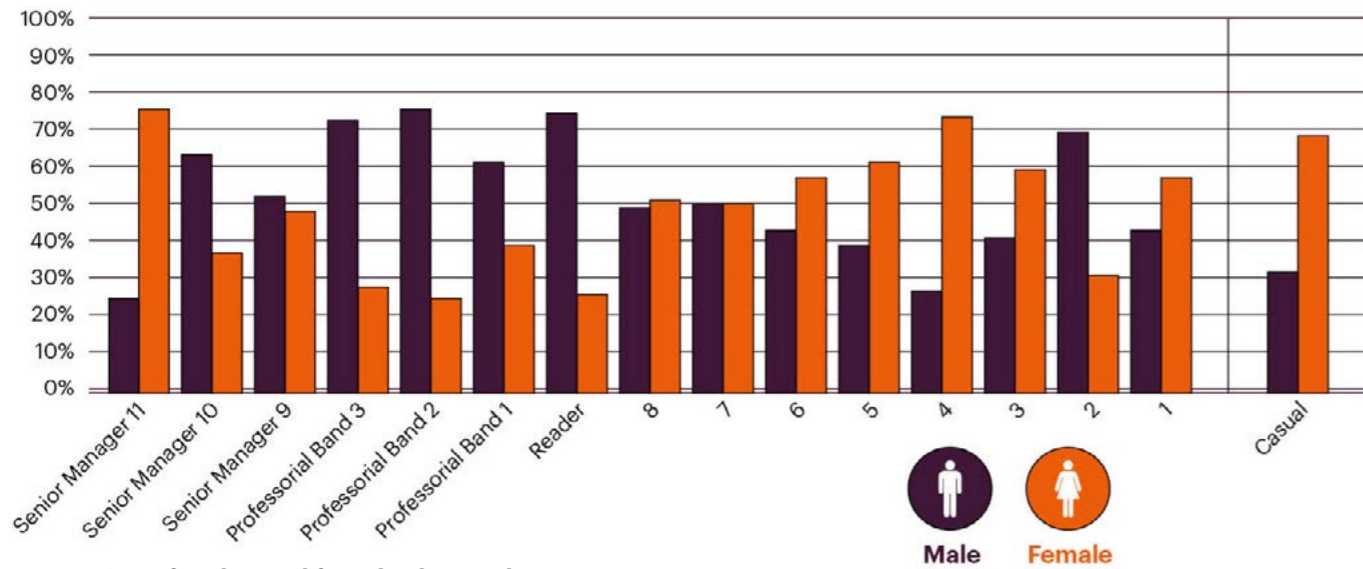
We can then examine the percentage of male and female employees in each quartile.



For the first time in four years, the number of females in the upper quartile has increased and is now at 45%. We have also seen a significant positive reduction in the number of females in the lower middle quartile moving us closer towards gender balance in this category. Our lower quartile remains an area for improvement having remained relatively static over recent years.

The gender balance in our Senior Manager grades has improved. Grade 9 is close to gender balanced and grade 10 has increased from 33% female to 37%.

There has been an increase in the number of females at Professorial band 3, increasing from 25% to 28%, however the predominance of males in the professorial bands along with the predominance of females in grades 1 to 5 and casual roles continue to influence our overall gender pay gap.



Proportion of males and females by grade

## Ethnicity Pay Gap

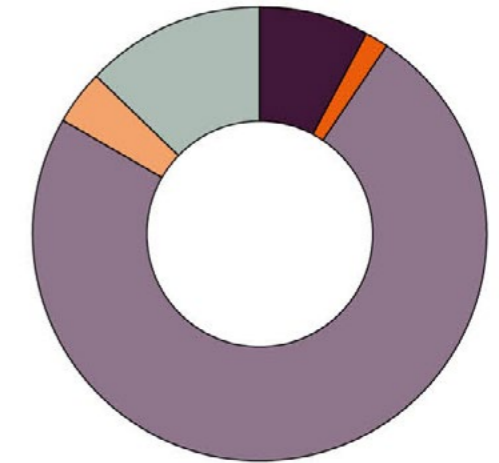
The University has a firm commitment to addressing racial inequality and becoming an anti-racist University. To become truly anti-racist we need to make an active and conscious effort to work against all aspects of overt and systemic racism. Part of this work includes examining, thoroughly understanding 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 important and we first reported our ethnicity pay gap in 2021 in the spirit of openness and transparency, to acknowledge where we need to make progress and provide focus on what we will do to achieve this.

Total number of staff: **7,161**

- 8% staff identify as Asian
- 1.6% staff identify as Black
- 74% staff identify as White

We are aware that the experiences of different ethnic minority groups cannot be fairly presented by an overall pay gap figure that groups all staff from ethnic minority backgrounds together and then compares them to staff from White backgrounds. For this reason, we have taken the decision to stop reporting this figure and to instead focus on key ethnic groups



574 Asian  
116 Black  
5,278 White  
289 Other  
904 Not known

compared to staff from White backgrounds.

Our work to improve our data on a range of protected characteristics including ethnicity will mean that going forward, we expect to have more reliable data to assess our progress in improving our ethnicity pay gaps.

YEAR	2023		2022		2021	
	Mean	Median	Mean	Median	Mean	Median
Asian	14.8%	14.0%	14.2%	20.9%	12.4%	11.7%
Black	19.7%	14.0%	23.7%	22.0%	29.4%	38.8%
Other	11.7%	6.4%	10.4%	7.1%	12.6%	14.8%
Not known	10.0%	10.4%	-2.1%	8.4%	12.6%	14.8%

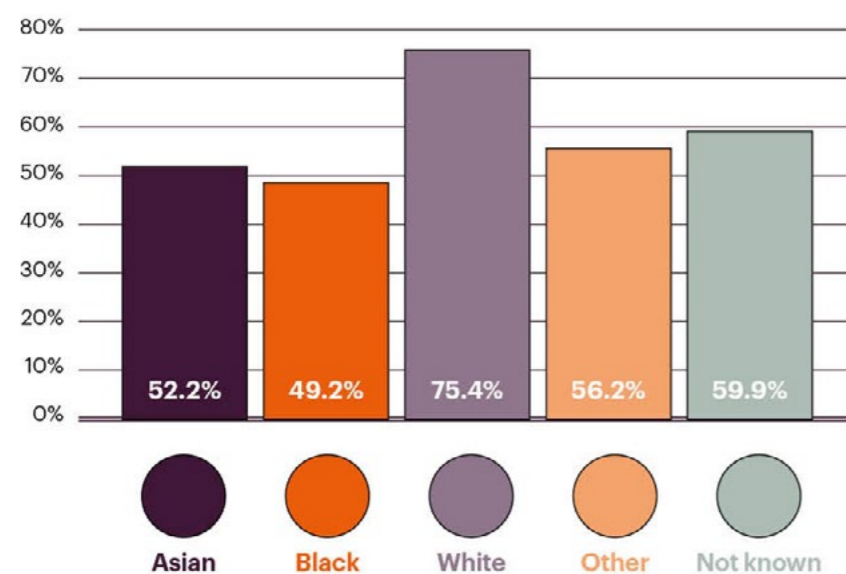
### Bonus gap

Our bonus pay gaps this year are shaped by two extraordinary payments that were made to large groups of staff which are categorised as bonuses.

The first payment was to all staff in July 2022 in recognition of their hard work and commitment in response to the pandemic and outstanding Research Excellence (REF) Framework results.

The second payment was made in November 2022 to staff in grades 1-8 to assist during the cost of living crisis (those in grades 1-5 received a higher payment).

52.2% of Asian staff, 49.2% of Black staff and 56.2% of staff from other ethnic groups received a bonus payment compared to 75.4% of White staff.



YEAR	2023		2022	
	Mean	Median	Mean	Median
Asian	5.8%	0.0%	-125.8%	0.0%
Black	18.9%	0.0%	44.6%	0.0%
Other	12.0%	0.0%	73.7%	0.0%
Not known	34.3%	25.0%	20.6%	0.0%

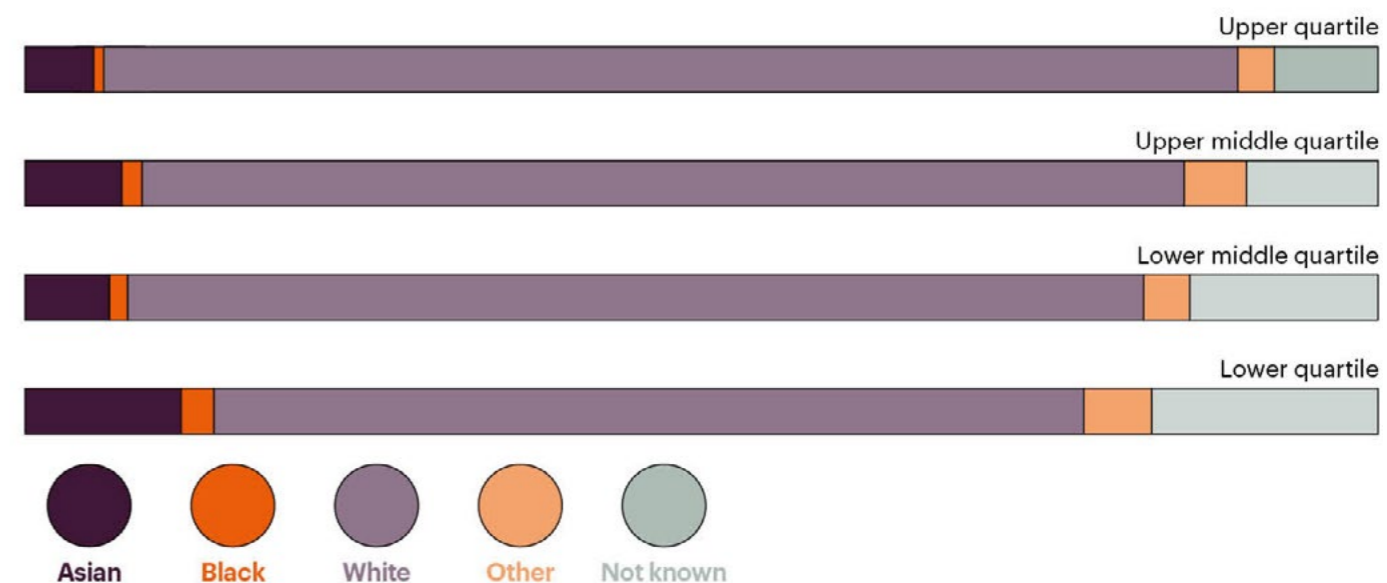
By breaking down our ethnicity bonus pay gap for this year and last year, we can more clearly see areas of disparity. However, it is important to note this is in the context of low numbers of individuals receiving a bonus, and the low number of staff from a background

other than White. In addition, those receiving a Clinical Excellence Award<sup>2</sup> has a significant impact, as can be seen in the Asian Mean figure for 2022 where two staff from Asian backgrounds received awards causing a massive positive imbalance to that mean pay gap figure.

<sup>2</sup> Clinical Excellence 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.

### Pay quartiles

We have broken down our pay quartiles to show the number of employees in each, broken down by ethnicity.

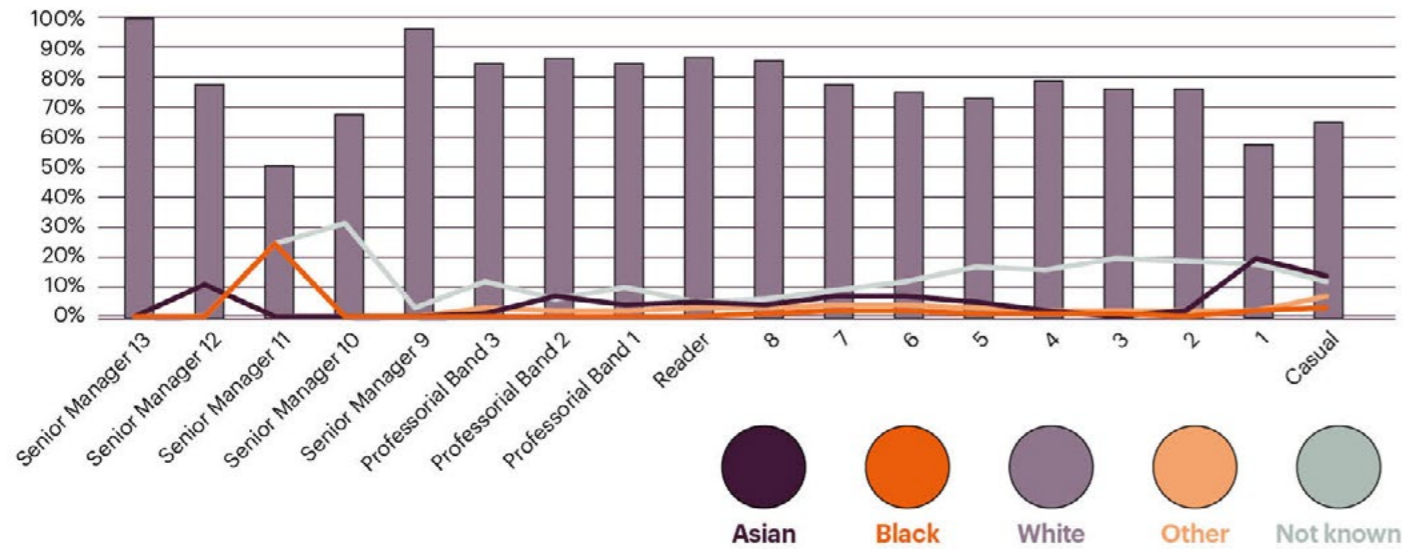


This is the second year that we have looked at the pay quartiles for our ethnicity pay gap reporting and this year we have assessed this by individual ethnicity groups rather than an overall figure to enable us to identify useful insights.

It is clear that representation remains an issue across the University, particularly in the Upper Quartile. We also have a significant number of individuals who have chosen not to share their ethnicity with us and

are therefore grouped as 'not known'. The University is taking positive action to encourage individuals to share their protected characteristics with us to enable better analysis and identification of areas requiring improvement.

In the meantime, this information will be used to shape elements of our Pay Gaps action plan.



**Representation of ethnicity groups by grade**

Our representation across the grades for staff from different ethnic backgrounds is not representative of our overall staff community and this is an area of focus in our action plan.

We have also considered the intersectionality of ethnicity and gender in our ethnicity pay gap analysis:

Ethnicity and Gender	MEAN (AVERAGE) Hourly rate pay gap	MEDIAN (MIDDLE) Hourly rate pay gap
Pay Gap between Asian female and White male	27.05%	28.88%
Pay Gap between Black female and White male	33.32%	36.36%
Pay Gap between other female and White male	23.96%	24.25%

There has been a significant drop in our pay gap when comparing Black females to White males. The mean gap is now 33.32% compared to 45.01% in 2022 and the median is now 36.36% compared to 50.10% in 2022.

males of 27.05% compared to 28.04% in 2022 and the median gap increased to 28.88% compared to 25.01% in 2022. For females from other ethnicities, the mean pay gap compared to White males had a modest drop to 23.96% from 24.95% and the mean figure increased to 24.25% from 21.62% in 2022.

However, there has been only a slight reduction in the mean pay gap comparing Asian females to White

**Important note:** Calculating and reporting how calculations are made on Ethnicity Pay Gaps is complicated. The University has elected to conduct analysis based on data groupings that best reflect the University’s staff multi-ethnicity composition 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 of different backgrounds.

## Progress since our last pay gap report

### Gender Pay Gap

- The salary changes made for our grades 1-5 in order to implement the 10.1% increase to the Real Living Wage rate had a very positive impact on reducing our gender pay gap.
- Our Pay Gaps Working Group is made up of representatives from academia, professional services, and trade unions. Their focus during 2023 has been on using data to identify clear actions that we can take which will improve our gender pay gap. The top items will be the focus of the 2024 working group.
- Our bonus pay gap is heavily influenced by clinical awards which are funded by the NHS but paid through the University payroll. However, this year due to the payment two extraordinary payments to staff, one to celebrate achievements in the REF and another to support staff during the cost of living pay crisis, our bonus pay gap dramatically reduced to a median of zero and a mean of -0.7%, meaning we paid slightly more in bonus payments to female staff.
- We are pleased that the percentage of females in professorial band 3 has increased from 25% to 27.8%.
- We have continued to see gender balance within our academic promotions processes with 13.4% of eligible males and 11.3% of eligible females making an application in the 2022-23 cycle. Of applications received, 84.6% of female applicants and 75.9% of male applicants were successful in achieving promotion.

### Ethnicity Pay Gap

- The Reciprocal Mentoring Pilot Scheme successfully concluded during the 2022-2023 period, this involved the participation of BAME professional and academic staff members.
- The Equity in Leadership (Pilot) programme launched across the White Rose universities (Leeds/York/Sheffield) supporting the career development of Black, Asian & minority ethnic staff aiming to advance into senior leadership positions.
- The University’s second **Inclusive Impact Awards** took place in November 2023. This year the new Race and Ethnicity Inclusion Award was introduced which recognises an individual, group, initiative or project that is promoting and advancing our race inclusion agenda at the University.
- The Staff Race Equality Forum undertook its second listening exercise with its members, with the attendance of the Vice Chancellor and the Chief Operating Officer. The feedback from members highlights the importance of listening to and supporting our international community and fostering a more inclusive culture at the University.
- We continue to sponsor the Yorkshire Asian Young Achievers (YAYA) awards which recognise the efforts of young people aged 16-30 of South Asian heritage, born or living and working in Yorkshire.

## Actions to reduce our Gender and Ethnicity pay gaps

Our joint working group with our Campus Trade Unions, chaired by Pro-Vice-Chancellor Professor Kiran Trehan worked throughout 2023 with key aims to:

- receive information to enable an understanding of the drivers of pay gaps
- be bold and courageous in their thinking and generate ideas and recommendations for actions to reduce the pay gaps.
- use data and insight to assess the viability and impact of proposed actions
- determine the actions to be taken forward and oversee the delivery of them in alignment with the University's culture.
- be transparent with the University community, communicate barriers and progress via a transparent action plan.

The group have identified key areas that will be progressed throughout 2024:

1. Ensure the University engages a diverse Student Ambassador population that reflects our student population
2. Continue our work to diversify the professoriate
3. Progress a comprehensive review of all University committees with a view to achieving diverse and inclusive decision making

These key areas of focus represent our action plan to tackle our **Ethnicity Pay Gap** and support the University **Gender Pay Gap** action plan's two remaining targets to:

1. Achieve 50:50 gender balance in senior academic roles.
2. Achieve 50:50 gender balance in the engagement of students into ambassador roles (and similar).

We will also be launching our revised Academic Promotion Criteria in 2024 which we believe will better reflect the diversity of academic careers and to offer routes for progression and promotion that recognise the wide range of contribution and lived experience of all our academic staff.

## Definitions

As a public organisation with 250 or more employees as at 31 March 2023 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 – and 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 2022 to March 2023, 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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