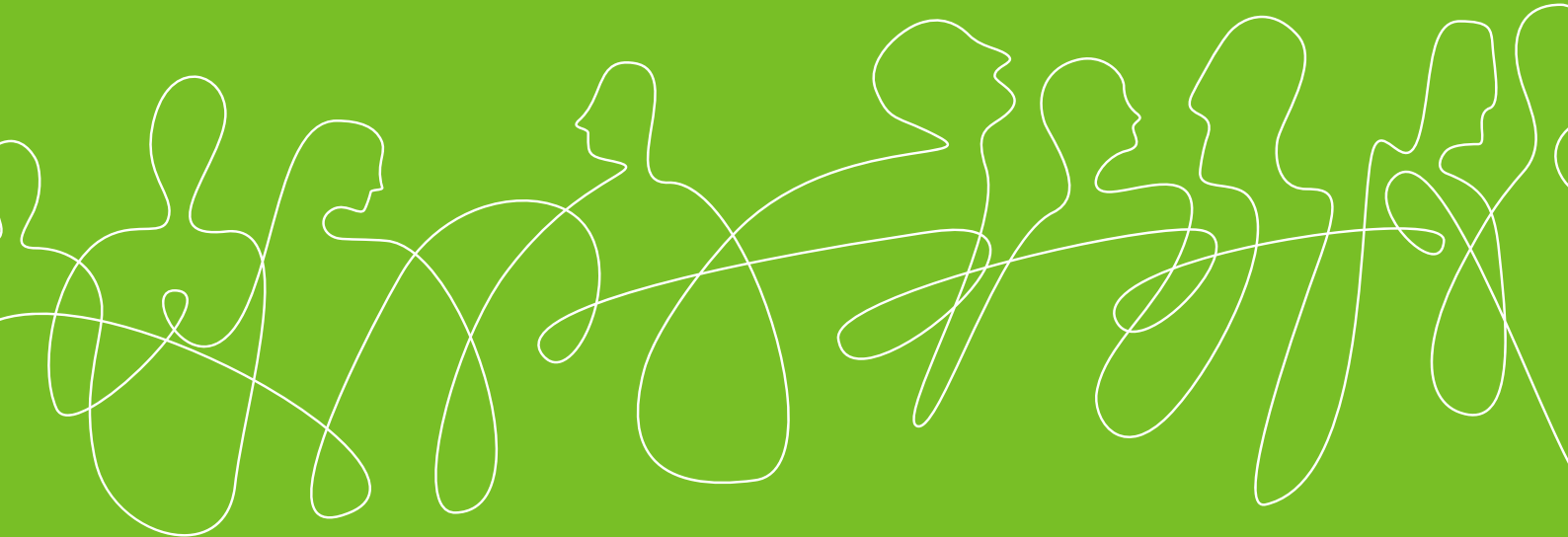


# UNIVERSITY OF YORK

# Pay Gap Report 2025

Published March 2026



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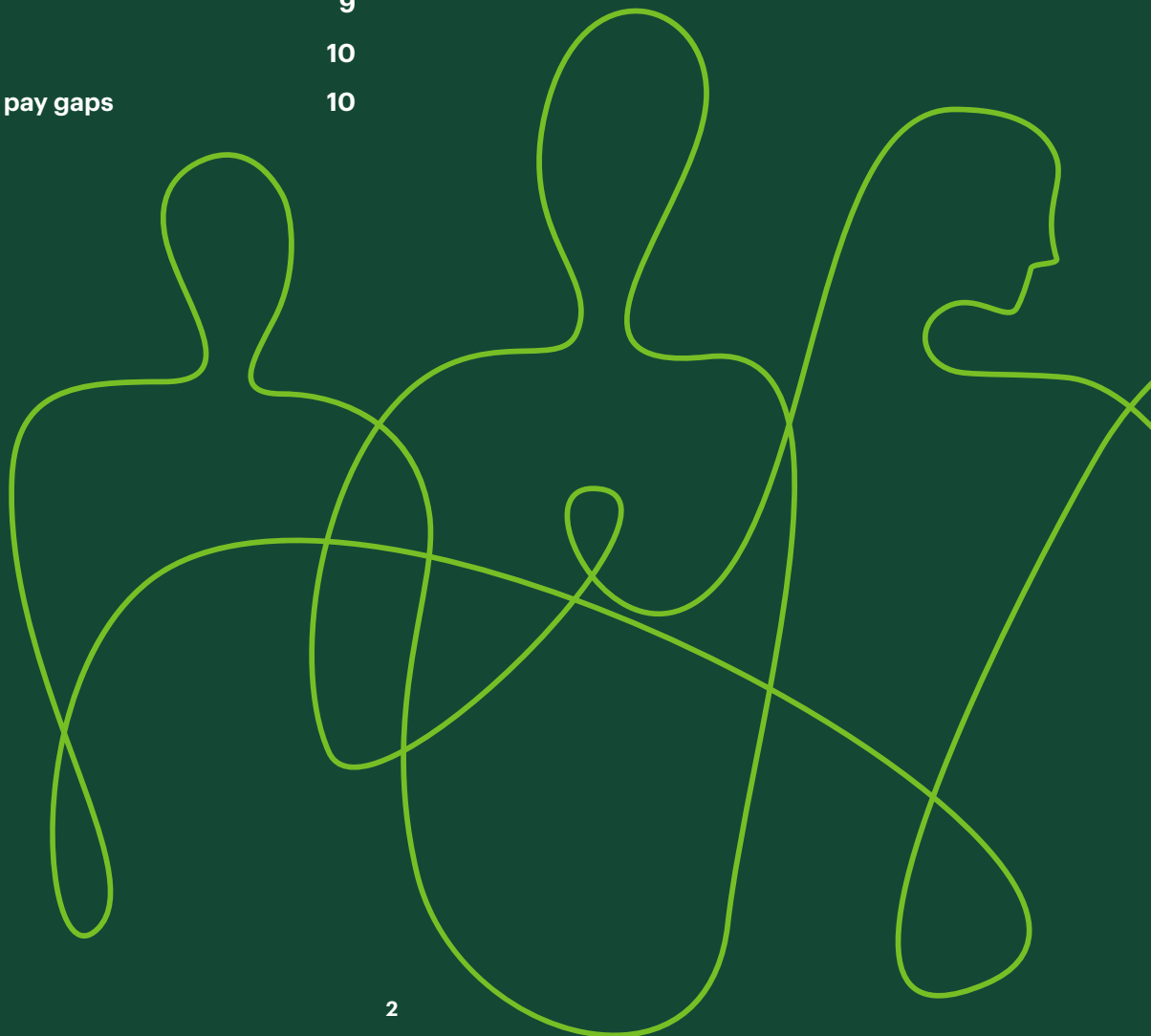
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# FOREWORD

When we embarked on this journey in 2023, we knew that closing pay gaps wasn't simply about meeting statutory obligations or compliance – it was about living our values and creating a university where every colleague is valued equally for their contribution.

**Since 2023, our mean gender pay gap has fallen by 5.3 percentage points and our median by 5.5 points.**



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

## A turning point

For eight years, despite our best intentions, our pay gaps had remained stubbornly resistant to change – moving by fractions of percentage points. We could have continued with incremental adjustments, hoping that time alone would deliver equity. Instead, we chose a different path: one rooted in rigorous analysis, collective wisdom, and a commitment to tangible action.

We want to acknowledge the 2023 Pay Gaps Working Group, whose rigorous analytical scrutiny gave us the foundation for meaningful change. Their insight – that we needed targeted interventions rather than broad aspirations – has proven transformative. Together, we moved beyond treating symptoms to address root causes: examining our recruitment patterns, scrutinising our promotion processes, and ensuring our casual workforce – disproportionately female – receives fair treatment.

## Results that matter

We are genuinely encouraged by what the results tell us now. Since 2023, our mean gender pay gap has reduced by 5.3 percentage points and our median gap by 5.5 points. This acceleration is significant: in the previous six years, these figures shifted by only a small margin.

The advancement on ethnicity pay gaps is particularly heartening. We've seen substantial reductions for both Asian colleagues – down to 6.23% mean and 2.82% median – and Black colleagues, where the median gap has fallen to 10.80%. Behind each percentage point are colleagues whose contributions are now more recognised, whose career pathways are opening, and whose belonging at the University of York is strengthened.

## The work ahead

Yet as an institution committed to excellence and equity, we recognise that progress is not the same as completion. Representation remains a critical challenge – particularly in our senior grades and among colleagues from ethnic minority backgrounds and those with disabilities. The increases to our median pay gap for colleagues in the Mixed ethnicity group and those with disabilities remind us that advancement is rarely linear, and that we must remain attentive and responsive.

What matters now is that we maintain this momentum. The actions outlined in this report aren't peripheral initiatives – they're central to who we want to be as an institution. Every colleague at the University of York deserves to know that their talent, their contribution, and their potential will be recognised fairly.

## Our commitment

This is about creating the University of York we all want to be part of – one where equity isn't an aspiration but a lived reality. The data in this report tells a positive story of institutional commitment translating into equity and recognition. These numbers matter because they represent real people, better opportunities, and genuine belonging. But numbers alone don't create change – people do.

We are grateful to all colleagues across our university community who continue to engage with this vital work – whether through the Working Group, in your departments, or in your daily choices that shape our values. Your commitment to reducing the Gender and ethnicity pay gaps, and your belief in what the University can become are what makes this progress possible.

Together, we are building a University of York where everyone can thrive and excel.

# OUR DATA

## Overview

Pay Gaps reflect the difference in average earnings between one group of staff and another. This differs from equal pay which focuses on equal pay for work of equal or comparable work value. The University has a statutory requirement to report on our gender pay gap. We also voluntarily report pay gap data for ethnicity and disability staff groups.

Data for each pay gap has been produced to the statutory requirements. The data is drawn from pay reporting at 31st March 2025, and includes a mean and median hourly rate for normal pay and for bonus amounts.

The mean and median rates are a measure of the central tendency in a data set; these are commonly used as the standard measure for pay gap reporting.

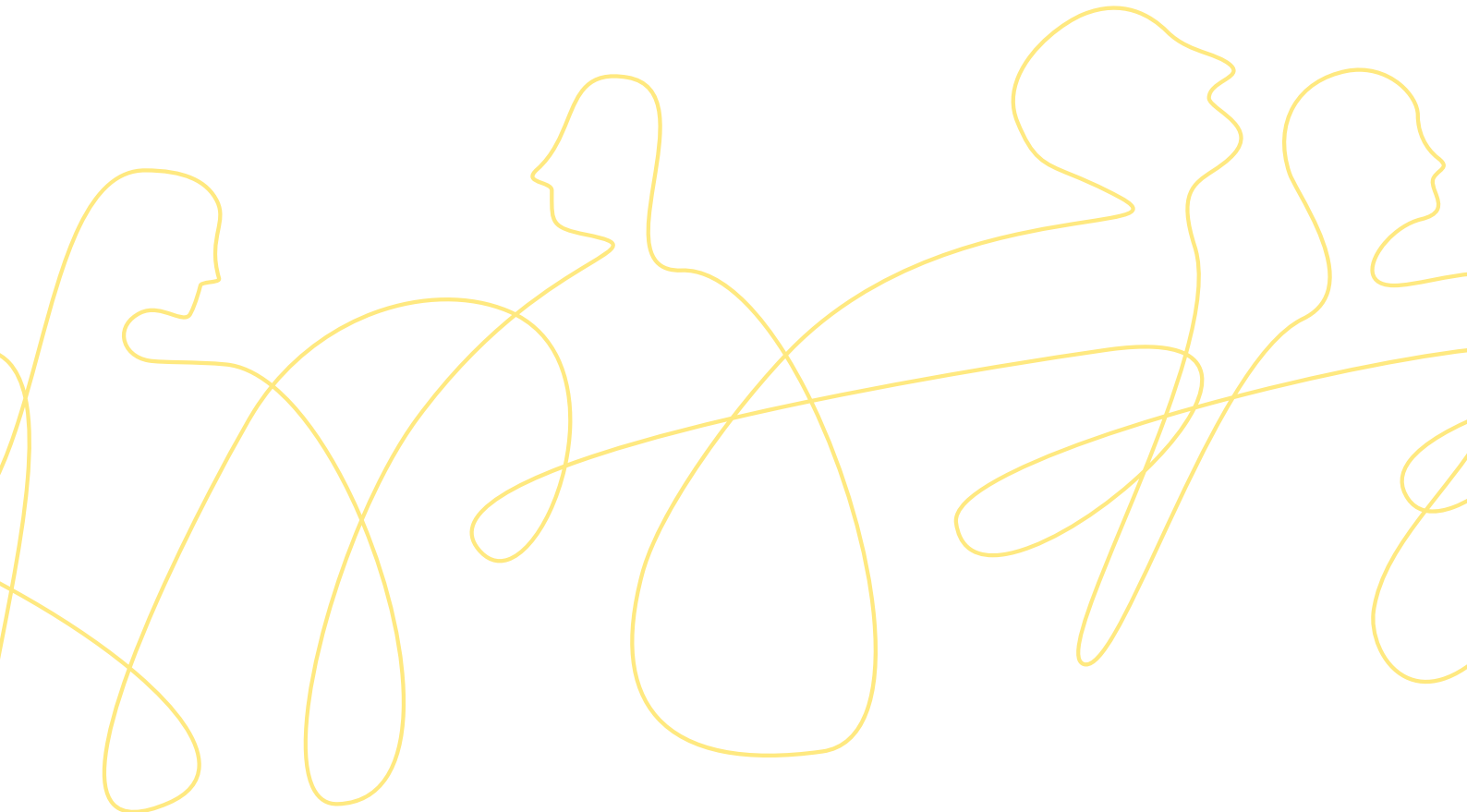
The mean hourly rate is the value of all hourly rates

added together and divided by the count of staff rates in the list.

The median hourly rate is calculated by ordering all the pay rates from lowest to highest and identifying one rate that sits in the middle of the list.

The pay gap value is the average hourly rate for one group divided by the hourly rate of another group and expressed as a percentage. For example a negative 5% pay gap means that on average female colleagues earn 5% less than male colleagues.

Following a significant programme of focus during 2024 many of our 2025 pay gap figures have decreased. We can be reassured that action planning during 2024 has had an impact and that the improvements to the pay scale grades 1-5 in 2023 have fully embedded.



### Proportion of staff by gender



**42%**  
Male



**58%**  
Female

### Gender pay quartiles



**Upper quartile**  
● Female **44%**  
● Male **55%**



**Upper middle quartile**  
● Female **55%**  
● Male **44%**



**Lower middle quartile**  
● Female **59%**  
● Male **40%**



**Lower quartile**  
● Female **68%**  
● Male **31%**

### Percentage receiving a bonus by gender



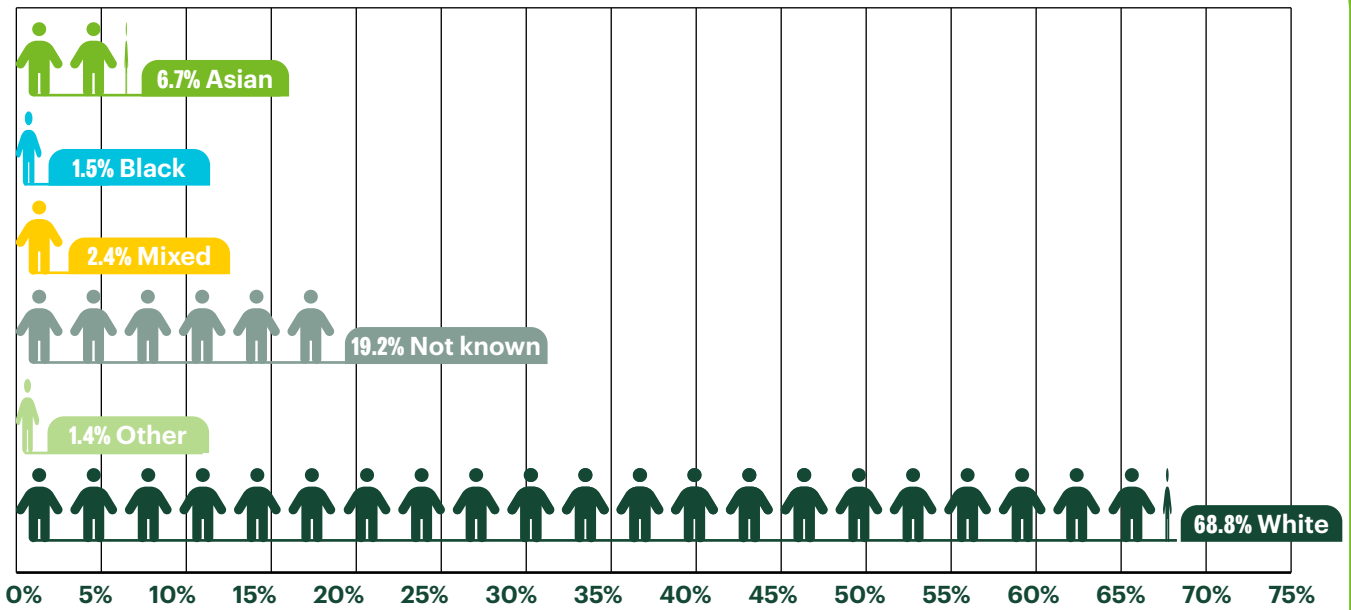
**5.29%**  
Male



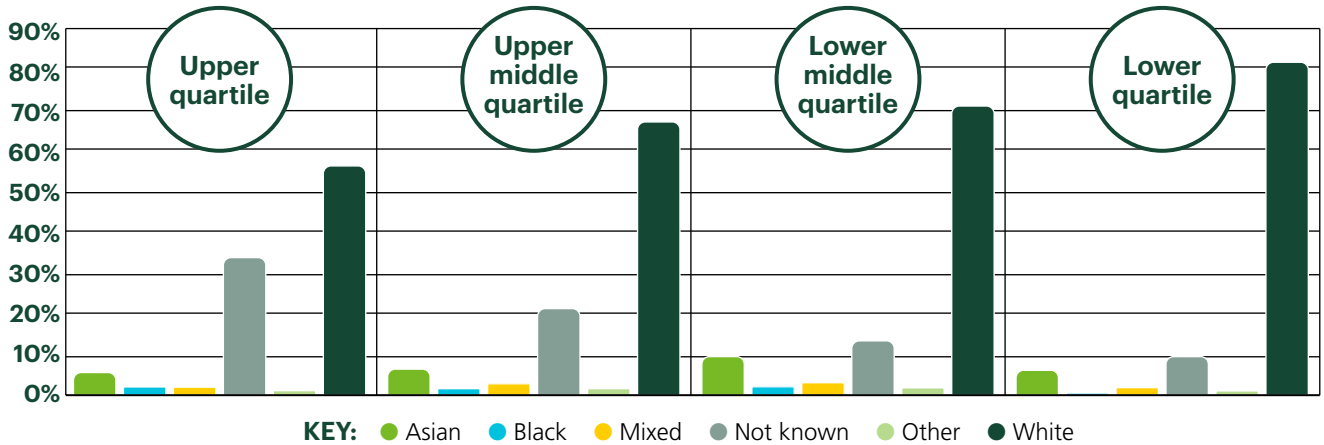
**7.00%**  
Female

↔  
**Gender mean  
bonus pay gap  
46.91%**

### Ethnicity split



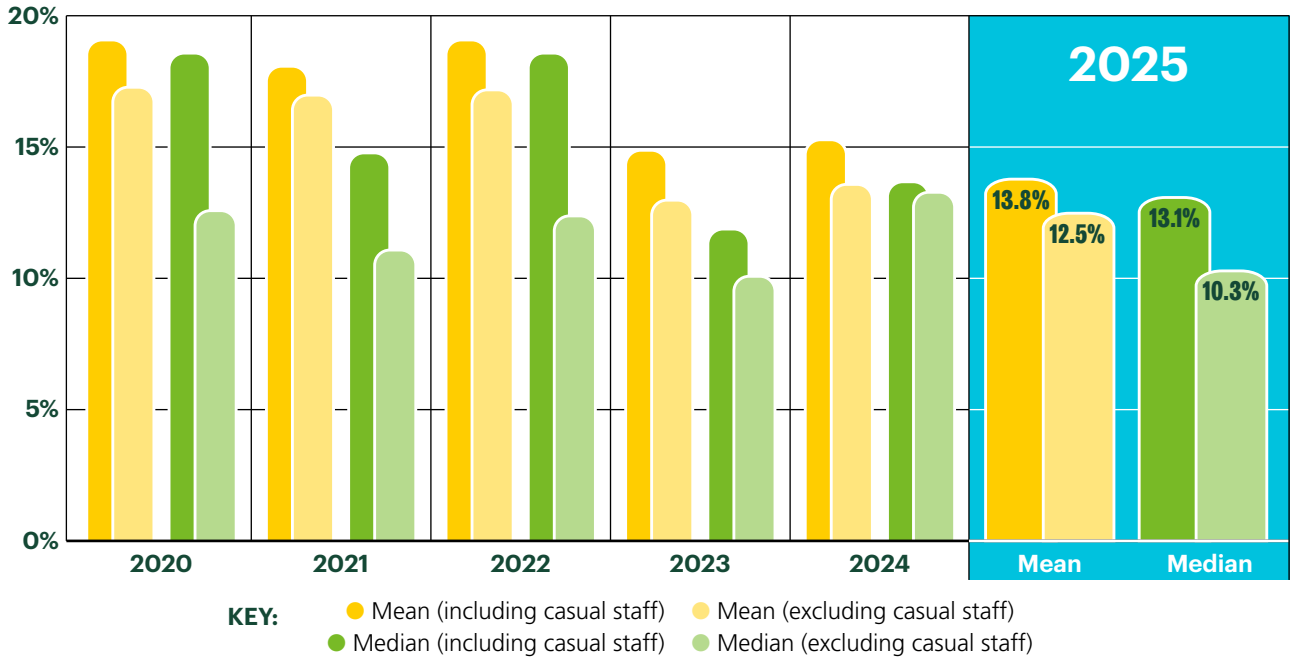
### Ethnicity quartiles



### Percentage receiving a bonus by ethnicity (including clinical academics.)



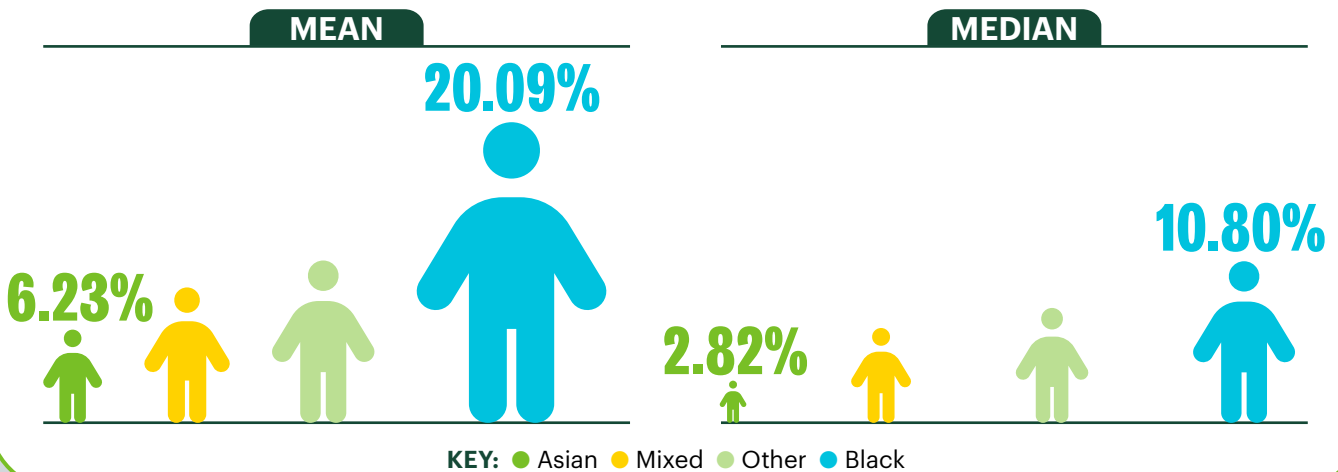
### Gender mean and median pay gap 2020 to 2025



### Ethnicity mean and median pay gap figures including comparison to previous five years

	2022	2023	2024	2025
Asian mean	14.20%	14.84%	11.20%	6.23%
Asian median	20.90%	13.96%	4.32%	2.82%
Mixed mean	Not calculated	18.25%	10.66%	9.05%
Mixed median	Not calculated	14.30%	2.11%	6.34%
Other mean	10.40%	8.83%	9.59%	10.85%
Other median	7.10%	2.60%	0.02%	7.68%
Black mean	23.70%	19.71%	21.35%	20.09%
Black median	22.00%	13.96%	14.63%	10.80%

### Ethnicity mean and median pay gap 2025

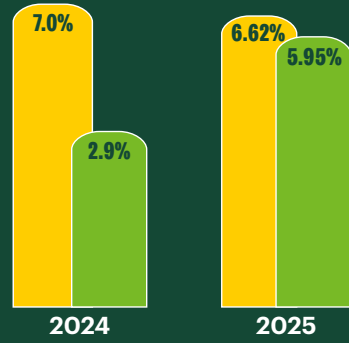


Proportion of staff by disabled – no known disability – no information available



**71%**  
Not disabled

Disability mean and median pay gap figures including comparison to previous year



KEY

- Mean hourly rate pay gap
- Median hourly rate pay gap

Disability pay quartiles



Upper quartile



Upper middle quartile



Lower middle quartile



Lower quartile



# PROGRESS AND ACTIONS TO ADDRESS PAY GAPS

The University Strategy commits that “We eliminate gender, disability and ethnicity pay gaps.” Whilst Pay Gaps are a product of broader societal influence, every organisation has the power and responsibility to challenge and make meaningful progress at a local level.

Our Pay Gaps Action Group intends to set out a roadmap on how to bring about change, in a data-led and bitesize way. This work is led by Pro-Vice-Chancellor Professor Kiran Trehan.

As a result of the 2025 action plan, we have:

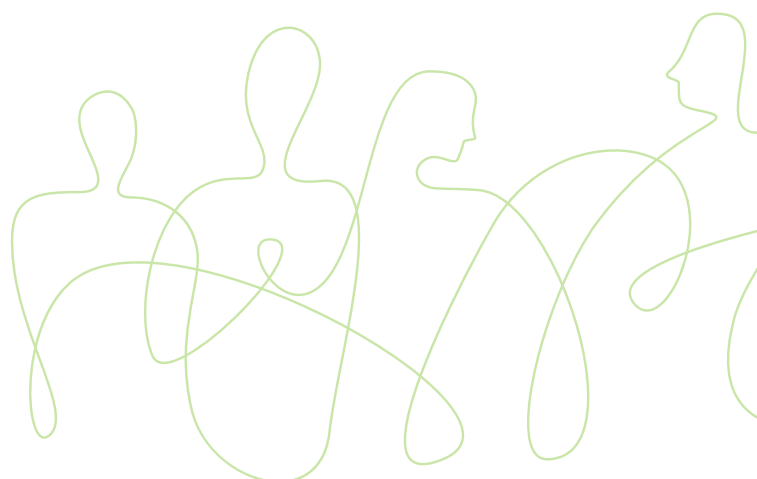
- Continued to focus on diversity of panel memberships by placing this at the centre of our choices on promotion panel members to support diverse decision making
- Worked collaboratively with our student body to find engaging ways to attract a diverse pool of student ambassadors.
- Progressed with the Disability Inclusion Framework to raise awareness of disability inclusion across the institution

Our action plan for 2026 has been agreed as:

- Continue our work to ensure the University engages a Diverse Student Ambassador population that reflects our student population
- Build awareness of pay gaps data at a more local level, working with our faculties and departments
- Review our retention processes to ensure proper consideration of pay gaps in a way that is aligned to other decision making processes such as recruitment
- Continue the focus on our promotions processes, this time by focussing on early careers groups to ensure a pipeline of talent moving up through our academic levels.

## Gender Pay Gap

- The salary changes made for our grades 1-5 in 2023 in response to the 10.1% increase to the Real Living Wage rate has embedded into our pay gap figures.
- We had a large increase of females into the professoriate with an overall increase of three percentage points. Our professoriate is now 36% female.
- We have continued to see gender balance within our academic promotions processes with the gap closing by 0.6 percentage points. 12.1% of eligible males and 10.6% of eligible females making an application in the 2022-23 cycle. Success rates increased across male and female applicants, with 87% of female applicants and 81% of male applicants achieving promotion.
- 54.7% of female and 48.0% of male applications from Framework staff into our Rewarding Excellence<sup>1</sup> scheme were successful.



1 This scheme provides an opportunity for staff on Framework grades to apply for an additional increment increase by demonstrating excellence in their role.

## Ethnicity Pay Gap

Our 2023 to 24 academic promotions round received applications from 12.1% of eligible staff from backgrounds other than white. This is up from 10% in 2022-23 and is the highest figure in our 6 year records.

Success rates in the 2023-24 academic promotions round show 87% of white staff and 76% of staff from a background other than white achieved a promotion.

92% of staff required to complete the *Unconscious Bias module* as part of their annual training cycle (for example line managers and those on recruitment and promotions panels) have done so.

The Equity in Leadership 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. Commitment to continue the programme has been obtained following successful completion of this pilot programme.

Our equality awareness and celebration campaigns have generated over 8,650 web page views. Our York Talks and Festival of Ideas engaged the public with 18 race-equality related events this year.

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.



### Signatories

**Professor Charlie Jeffrey**, Vice Chancellor  
**Professor Kiran Trehan**, Pro Vice Chancellor for Enterprise, Partnerships and Engagement  
**Helen Selvidge**, Assistant HR Director  
**Louise Abrahams**, Reward Manager

## Actions to reduce our pay gaps

The work to identify actions to reduce our pay gaps continued throughout 2024, against the following key objectives:

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
4. Commence annual external reporting of our Disability Pay Gap

As a result of the 2024 action plan, we have:

- Included our disability pay gaps in this report for the first time
- Switched the emphasis in our Academic Promotion panel makeup to place a primary focus on ensuring membership is diverse to bring about diversity of decision making.
- Commenced work on making improvements to our Professorial Promotions process and criteria. We are extending the inclusive and accessible improvements made to the Academic Promotion scheme which includes the changes to decision making panel makeup.
- Found new and engaging ways to attract interest in our Student Ambassador roles from a diverse population of students

The objectives we will focus on throughout 2025 are:

1. Diversify our student ambassador population
2. Initiate a task and implementation group to improve internal working groups and better promote awareness of disability inclusion activities throughout the institution
3. Support the launch of the new academic promotions process through targeted support for those from marginalised groups



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