



UNIVERSITY
of York

University of York Gender pay gap report 2019

Published March 2020





INTRODUCTION

PROFESSOR CHARLIE JEFFERY, VICE-CHANCELLOR AND PRESIDENT

The University of York was founded with a commitment to equality of opportunity that was ahead of its time. That commitment continues with a clear emphasis on the principles of equality, diversity and inclusion. These principles played a key role in my decision to join as Vice-Chancellor in September 2019. I am proud to be part of a university community focused on making York a place where anyone with talent and determination can succeed.

The gender pay gap, along with parity for all protected characteristics, is something that I, and my senior team, take very seriously. We have already achieved a great deal through our integrated Athena Swan, and Equality and Diversity strategies and action plans. We are achieving more Athena Swan awards, with York being the first and only UK university to have three Gold awards, along with a growing number of Silver and Bronze awards. Our rewards, recognition and promotion schemes are seeing more female than male candidates for the first time, and we have made significant progress in increasing the number of female staff in roles at Grade 8 and above, especially in the roles of reader and professor.

However, we cannot be complacent. After successive years of improvement in our gender pay gap and a decrease in our median gender pay gap since last year, it is disappointing that we have seen a small increase in the mean gender pay gap. We therefore must take further action to improve.

Our first priority is to challenge colleagues across the institution on the issue of embedding and becoming role models for inclusive attitudes and working practices. That starts with me. I have also made it clear to all members of the University Executive Board that they too need to show leadership in the area of equality, diversity and inclusion as we consider further steps to improve our practices, including improved access to flexible working and recruitment aimed at attracting and selecting more diverse talent to join our community.

The second priority is to continue our work in improving support and guidance on academic promotions, to ensure our system of promotion is as accessible and transparent as it can be.

Thirdly, it is critical that we are accountable on the issue of equal pay, given our gender pay gap has increased this year on one of the key metrics. The Board have recently considered an audit on equal pay across the institution. The initial audit was carried out in accordance with the JNCHEs Equal Pay Reviews and Gender Pay Gap Reporting Guidance for Higher Education Institutions (HEIs) 2018. The outcome will be analysed and discussed with Trades Union colleagues to understand the underlying causes of any significant pay gaps, and to agree an action plan to address them. We will also work with our Trades Union colleagues to agree further actions to tackle gender inequality.

Developments in all these areas have to make a positive difference. I see progress in equality, diversity and inclusion as central to the new University Strategy which we will launch in September 2020 to guide us over the next decade. Our future successes will depend on the strength of the shared purpose that exists across the University community, to remove barriers and create opportunities to support all of our colleagues to achieve their potential. The gender pay gap is one such barrier; we need to tackle it with energy and impact.

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 next equal pay report is currently being prepared.

Our reported figures

GENDER SPLIT

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

Total number of staff: **5,587** including casual workers¹.



MALE



FEMALE

45%
MALE
2508



55%
FEMALE
3079

¹Casual 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

Summary

GENDER PAY GAP

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

UNIVERSITY GENDER PAY GAP

| | MEAN (AVERAGE) hourly rate pay gap | MEDIAN (MIDDLE) hourly rate pay gap |
|------|---------------------------------------|--|
| 2019 | 18.9% | 15.9% |
| 2018 | 17.6% | 16.3% |
| 2017 | 19.3% | 17.7% |

Understanding the changes to our gender pay gap

Decrease in the median pay gap: The median gender pay gap has decreased slightly – from 16.3% in 2018 to 15.9% in 2019. Whilst the mean is “distorted” by the changes made to the payment arrangements for casual workers and the increasing number of males in Senior Manager Pay Grades 10 and 11, the median is less impacted and perhaps indicates an ongoing trend of the gap diminishing.

Increase in the mean pay gap: We have seen an increase in the mean pay gap from 17.64% to 18.89%. This is disappointing – however, we have investigated the underlying cause of this increase and can explain it, as follows:

- Casual Workers:** In 2018 the University undertook work to implement a consistent approach in relation to payment of casual workers. This included the removal of any option to pay such workers a fixed fee. Previously the University was unable to include these workers within the gender pay calculations but now is able to include them. Although the group includes both males and females, there is a predominance of female workers. These casual workers are deployed by the University in a variety of roles, across the University for example student ambassadors, students supporting events, patient actors, musical performers, and translators. This increase in casual workers, who are predominantly female, accounts for a c0.62% increase in the mean gender pay gap.
- Senior Manager Grades 10 and 11:** The proportion of males in the senior manager grades 10 and 11 has increased slightly, with a corresponding increase in mean salary. This accounts for a c0.44% increase in the mean gender pay gap. The impact of this change on the Professional and Support staff gender pay gap is to widen the gap from 2.96% in 2018 to 10.80% in 2019.

PAY GAP PER SECTION OF THE UNIVERSITY

| | MEAN (AVERAGE) hourly rate pay gap | MEDIAN (MIDDLE) hourly rate pay gap |
|-----------------------------------|---------------------------------------|--|
| FACULTY OF ARTS AND HUMANITIES | 27.2% | 23.6% |
| FACULTY OF SCIENCE | 21.5% | 17.5% |
| FACULTY OF SOCIAL SCIENCE | 18.8% | 15.8% |
| PROFESSIONAL AND SUPPORT SERVICES | 10.8% | 9.7% |



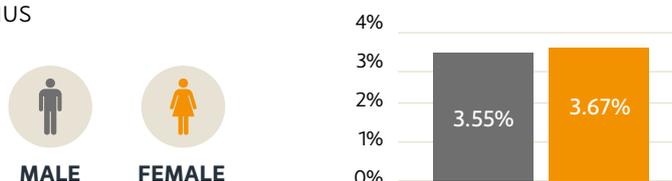
CALCULATING THE MEAN AND MEDIAN

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 WORKERS PAID A BONUS



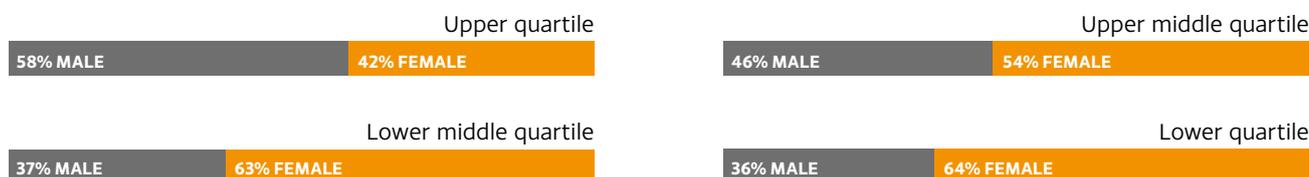
UNIVERSITY GENDER BONUS GAP

| | MEAN (AVERAGE) | MEDIAN (MIDDLE) |
|------|----------------|-----------------|
| 2019 | 72.8% | -27.3% |
| 2018 | 69.5% | -25.0% |
| 2017 | 74.0% | 4.4% |

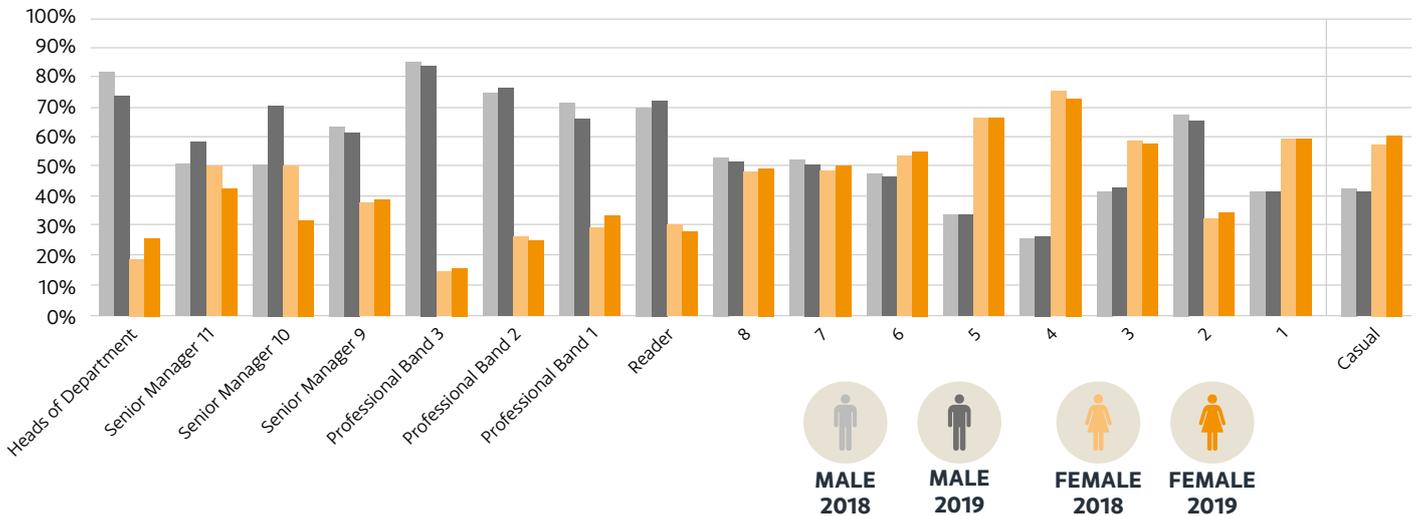
Our mean bonus pay gap of 72.8% is distorted by the inclusion of the recipients of Clinical Excellence Awards and three other contractual awards. Clinical Excellence awards are made to qualified doctors who are jointly employed by our institution and the NHS in a teaching and/or research position. These 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. Similarly of the three other contractual awards, two relate to Knowledge Transfer Partnership (KTP) arrangements where the external funder determines the payments to be made. The other award relates to an individual seconded to an external entity, where the bonus forms part of the terms and conditions of that placement and are not determined by the University. The awards have artificially elevated the mean bonus figure as the University is required to administer the payment through our payroll. If these awards are removed, the bonus gap is -20.06%. 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 QUANTILES

Splitting the hourly rates of pay (for full-pay relevant employees) into quartiles and examining the percentage of male and females employees in each.

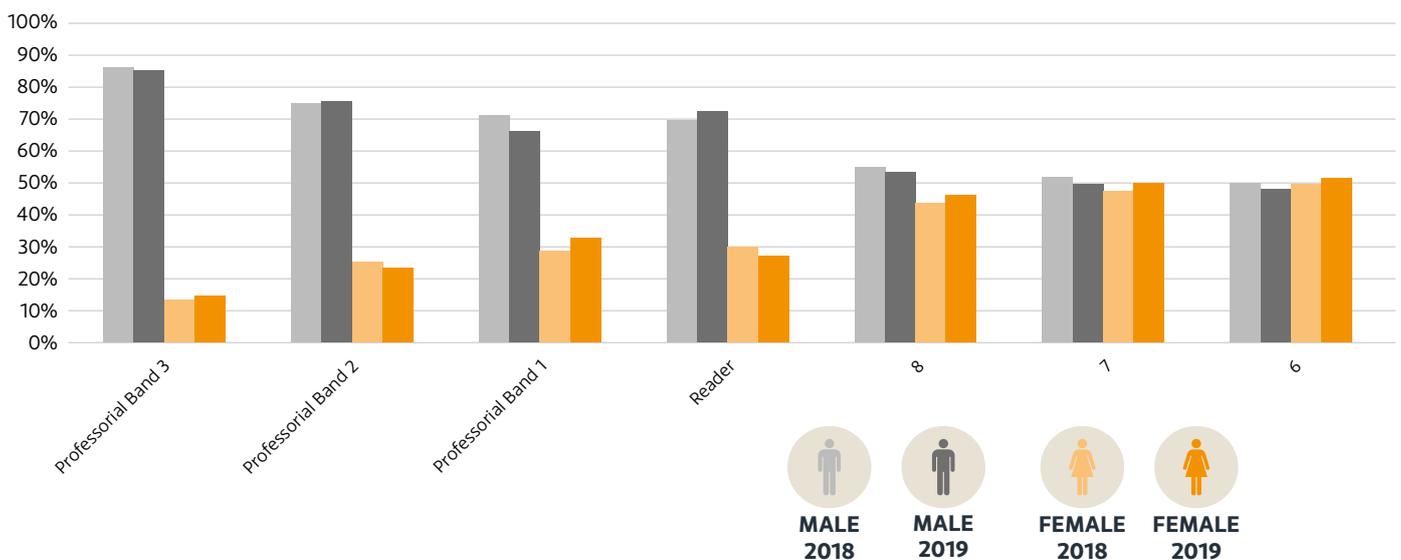


PROPORTION OF MALES AND FEMALES BY GRADE (including casual staff)



Our underlying gender pay gap is caused by the greater concentration of women in roles at the lower end of our payscales. 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 and 8. Representation of females in Professorial Band 1 has risen from 29% in 2018 to 33% in 2019 and the number of women in the role of Head of Department has increased from 19% in 2018 to 27% in 2019, which is encouraging. However, there is low representation of women throughout the professorial pay grades and the proportion of women in the Senior Manager Pay Group has reduced over the past 12 months. In 2018, the proportion of men and women in both Senior Manager Pay Band 10 and 11 were 50:50. In 2019, the number of women in Senior Manager Pay Band 10 and 11 was 31% and 42% respectively.

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



The proportions of males and females in academic roles are relatively even in grades 6 to 8 (except reader). It is pleasing that the proportion of females in Professorial Band 1 and Band 3 have increased slightly from 2018, although the proportion in Band 2 has decreased by 1 percentage point.

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



The proportion of males has risen in all grades from grade 3 to senior manager grade 11. In 2018, grades 3 to 8 were predominantly female, so a greater balance is being achieved. However, there has been a decrease in the number of women in senior manager grades 9 to 11 and the numbers of males in those grades has increased, which has led to a widening pay gap in the senior manager pay group.

OTHER KEY FACTS ARISING IN OUR REPORT:

Academic staff: The gender pay gap for all academic colleagues has reduced slightly again in 2019 - from 14.51% to 14.09%.

The pay gaps by Professorial bands can be seen below:

| | 2019 | 2018 | 2017 |
|---------------------|-------|--------|-------|
| PROFESSORIAL BAND 1 | -0.3% | -4.36% | 0.84% |
| PROFESSORIAL BAND 2 | 4.23% | 4.36% | 7.51% |
| PROFESSORIAL BAND 3 | 5.42% | 6.21% | 8.6% |

PROGRESS SINCE OUR LAST REPORT:

We are determined to reduce our gender pay gap and have been engaged in constructive, positive discussions with our Trades Unions colleagues on how we can work together on actions to close the gap.

A key issue for the University is improving the gender balance at Grade 8 and above in academic job roles - specifically increasing the number of women in the role of Reader and Professor.

In our 2019 academic promotions round, the number of applications increased from 98 applications in 2018 to 131 in 2019. This increase of 33 applications was made up of 24 females and 9 males. We will continue to monitor and report on this as we make further changes to our promotions system in 2020.

For the first time, in 2019, the total number of applications for promotion from females overtook the number of males. 69 (53%) applications were from females and 62 (47%) were from males.

Also for the first time, the number of females applying for promotion to Professor/Reader overtook the number of males. 32 (57%) females applied from promotion to Professor/Reader and 24 (43%) applications were from males.

In 2019 we commenced the "Springboard" training programme for women. We ran four programmes for 120 women and received very positive feedback from participants.

FUTURE ACTIONS

Progress in creating a workplace which allows male and female talent to thrive and progress their career is encouraging, however, we are not complacent. In 2020, the University will be:

- Working on changes to University promotion processes to ensure academic colleagues are supported and encouraged in progressing their career, the intention is to introduce these changes in 2020.
- Improving awareness of our Rewarding Excellence scheme for colleagues in Grades 1 to 8 (or equivalent) and who have demonstrated sustained achievement over and above the expectations of their job.
- Acting on the work of the group Chaired by Professor Jo Swaffield considering options to improve the pay of our lowest-paid colleagues.
- Maintaining the mentoring and coaching network, which was expanded in 2019, and is offered to colleagues across the University to assist in developing their career.
- Running a second "Women in Research Conference", following a similar successful event in 2019.
- Launching a new dignity at work and study policy for launch in 2020.
- Planning the design and development of a new campus children's nursery with increased capacity.



STAFF ENGAGEMENT AND INVOLVEMENT

**JO HORSBURGH,
UNIVERSITY REGISTRAR AND SECRETARY and
CHAIR OF THE EQUALITY, DIVERSITY AND INCLUSION COMMITTEE**

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.

I am disappointed to see a small increase in the mean gender pay gap, although I understand the underlying reasons for it. Reducing our gender pay gap is an institutional priority. As University Registrar and Secretary and Chair of the Equality, Diversity and Inclusion committee, I am committed to playing a full part in achieving that reduction. I believe that colleagues across the University are also committed to working together to create a working environment in which colleagues – existing and future, can achieve their potential.

I am delighted that the University renewed its Athena SWAN Bronze award in 2019 and enjoyed continued departmental success, taking the total number of awards to fifteen, including three golds in Chemistry; Biology and Psychology.

The BAME staff listening exercise in February 2019, to explore barriers to representation and progression (similar to the listening exercise in Summer 2018

to explore the barriers for progression for women), resulted in a race equality plan and resources to support implementation. It is particularly pleasing that our Staff Race Equality Forum worked so closely with us on that listening exercise.

We are proud of the work we do with our staff forums in York – they have actively engaged over 250 staff over the past 12 months, and were involved in events to celebrate LGBTI, Disability and Black History Month.

During the past year we have added to our suite of policies and guidance to support our staff in the workplace. This has included new guidance on menopause in the workplace; an equality, diversity and inclusion practical guide for staff and new web pages. However, there is much more to do, which we are progressing through implementing our Equality, Diversity and Inclusion strategy, which was agreed by the University's Executive Board last year.



STRATEGIES AND ACTION PLANNING

**PROFESSOR DEBORAH F SMITH OBE PHD FRSB FHEA
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.

As I step down from my role as Chair of the Athena SWAN Steering Group, I am able to reflect on the great progress we have made over recent years to address gender inequality at York.

The University of York has held an Athena SWAN Bronze award for more than a decade in recognition of our work and more than half of our 27 academic departments now hold an award, with the rest actively working towards gaining Athena SWAN recognition. .

We are the first, and currently only, University to hold three Gold awards in our Departments of Biology, Chemistry and Psychology. Chemistry was the first academic department in the UK to be recognised at this highest level and has held this award since 2007; Biology have held their award since 2014 and Psychology was awarded Gold this year.

Despite our progress over the years, there is still much to do to advance equality for all at York and I know that colleagues at all levels of the University are determined to continue to make this a priority. Our two main vehicles for driving and monitoring our progress on gender equality are the Equality, Diversity and Inclusion (EDI) 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 coming years.

The Athena Swan action plan seeks to promote gender equality and also address issues of 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 (Crenshaw 1989). Recent progress on the plan includes: an increase in the number of academic promotion applications from women, with work currently underway to further support and encourage people to apply for promotion; the successful roll-out of a tailored career development programme for women; and the adoption of clear EDI principles in the recruitment and selection of senior leaders.

We are determined to enhance progression for other protected characteristic groups. We continue to take account of the information provided and conclusions drawn from the University and Colleges Employers Association (UCEA) report "Taking Action: Tackling the Gender Pay gap 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/equality/strategy/ and more information on the Athena SWAN action plan is available from york.ac.uk/about/equality/gender-equality/athena-swan

Definitions

As a public organisation with 250 or more employees as at 31 March 2019 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 2019, 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 2018 to March 2019, 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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