



INTRODUCTION

PROFESSOR CHARLIE JEFFERY, VICE-CHANCELLOR AND PRESIDENT

Last year we launched our University Strategy 2030, which is based on our enduring commitment to public good. The University is founded on principles of social justice and combating inequality. Our commitment to equality, diversity and inclusion is reiterated and reinforced as one of the four cross-cutting principles in our new strategy; put simply, if we are to achieve our ambitions as an institution we must ensure that every single member of our community is able to achieve their potential.

This is one of the reasons we have chosen, in addition to our obligation to report on our gender pay gap, also to report voluntarily on our ethnicity pay gap this year. We should be transparent about the equality challenge we face, and hold ourselves accountable for bringing about the changes we need to make. These initial data on our ethnicity pay gap make uncomfortable reading. But they also provide a baseline against which we can and must challenge and measure ourselves.

The University Executive Board last year commissioned a detailed analysis on the causes of our gender pay gap and agreed an action plan to tackle it. We are starting to see the change we need with a decrease in both the mean and median pay gaps this year, and more women moving into professorial positions. These changes are welcome, but there is still much more to do, in particular in equalising representation in all the professorial pay bands.

You should hold me and the Executive Board to account in reducing these pay gaps - but if we are to achieve our ambition

Summary

GENDER PAY GAP

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

TABLE 1: UNIVERSITY GENDER PAY GAP

YEAR	MEAN (AVERAGE) hourly rate pay gap	MEDIAN (MIDDLE) hourly rate pay gap
2021	18.1%	14.8%
2020	19.1%	18.6%
2019	18.9%	16.0%
2018	17.6%	16.3%
2017	19.3%	17.7%

BONUS GAP

Difference in bonus payments between male and female staff.

The percentage of males and females in receipt of a bonus payment in 2020/1.

TABLE 2: UNIVERSITY GENDER BONUS GAP

YEAR	MEAN (AVERAGE)	MEDIAN (MIDDLE)
2021	54.7%	0.0%
2020	81.3%	6.0%
2019	73.3%	-27.3%
2018	69.5%	-25.0%
2017	74.0%	4.4%

There has been a decrease in the mean bonus gap from 81.3% to 54.7% in 2021 and the median bonus gap has reduced to 0.0%. The mean bonus gap continues to be distorted 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. The

From a detailed analysis of our ethnicity pay gap data, we have established that:

- i 62% of casual employees; 68% of academic employees and 90% of professional & support employees state they are White-British.
- i The next largest ethnic grouping is White - other (includes White Other, White Irish and Traveller) accounting for 8% of all our employees.
- i Based on the distribution of postcodes of existing employees and the 2011 census by parliamentary constituencies the overall UoY ethnicity profile is broadly consistent with the area we recruit from.
- i In academic roles White-British employees are fairly represented across the pay scale.
- i For casual and professional and support roles, Black, Mixed and Asian-Other roles stand out for their over representation in lower paid roles and under representation in higher paid roles.
- i Key driver analysis shows that casual roles have the largest impact on the pay gap due to the over representation of ethnic minorities in these roles.

We also considered intersectionality of ethnicity and gender in our ethnicity pay gap analysis.

BME AND GENDER



ETHNICITY AND GENDER

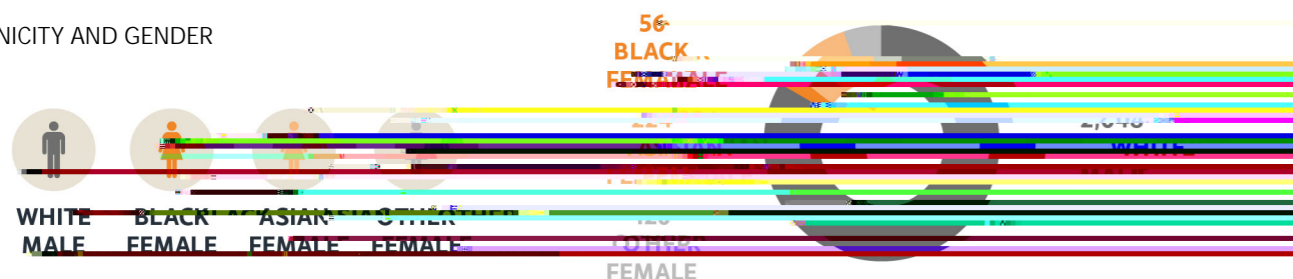


TABLE 5: UNIVERSITY BME AND GENDER PAY GAP 2021

PROGRESS SINCE OUR LAST REPORT:

Gender Pay Gap

The University has seen a decrease in the mean gender pay gap from 19.1% in 2020 to 18.1% in 2021 and also a decrease in the median gender pay gap from 18.6% in 2020 to 14.8% in 2021.

If casual workers are excluded from these figures (due to the sporadic nature of their engagements) the mean gender pay gap has decreased by 0.3 percentage points to 17.0% and the median has decreased by 1.5 percentage points to 11.1%.

We have seen an increase in the number of women in both the upper middle quartile of our salary structure and in Professorial Band 1 – this is encouraging for our “pipeline” of talented women.

We have seen a large increase in the number of men and women receiving a bonus payment and both the mean and median bonus pay gap has reduced due to significant numbers of “Making the Difference” awards made to colleagues who worked on campus over the Christmas/New Year period in 2020.

The University became a Living Wage accredited employer in 2021 and it is anticipated to have a small, positive impact on the 2022 mean gender pay gap.

Ethnicity Pay Gap

Building on the Staff Racial Equality Forum listening exercise in 2019, we have established a Race Equality Co-ordination Group with a clear focus for action to address racial inequality. In 2021 we published our anti-racism statement. So far, **we have:**

- i Improved the breadth and quality of our staff data by expanding the ethnic minority categories for equality monitoring in our HR systems giving us a stronger basis with which to drive our recruitment, retention, promotion and visibility agendas.
- i Streamlined our Academic Promotions process and made it more transparent, including running information webinars for staff and sharing colleagues experiences of applying for promotion. Staff from black, Asian and minority ethnic (‘BME’) backgrounds have been actively encouraged to apply for promotion, resulting in an increase of 112% in

In addition, as part of our ongoing commitment to tackling racial inequality and to reduce the ethnicity pay gap we will:

1. Expand our reciprocal mentoring programme to enhance career progression for staff from under-represented ethnicities and to improve senior leaders' understanding of staff experiences to enhance inclusive decision making.
2. Roll out race equality / anti-racism training to our staff and students.
3. Implement a programme of events focussed on the experiences and challenges of people of colour as well as celebrating the achievements of staff (and students) from under-represented and marginalised ethnic backgrounds.
4. Work with local and regional communities to learn from their experiences and promote the University as an inclusive employer where they can thrive.
5. Review our academic promotions criteria to ensure they align with our inclusive principles and anti-racist agenda.
6. Provide focused support for colleagues from under-represented ethnicities to progress their careers at the University of York with a view to achieving representation at all levels that is reflective of the make up of our student body and ensures strong role models at Professorial and Senior Management levels.

Definitions

As a public organisation with 250 or more employees as at 31 March 2020 the University of York is required to publish specific gender pay information:

- i 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.
- i 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.
- i Mean bonus gender pay gap – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
- i Median bonus gender pay gap – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
- i 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.
- i 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.
- i A full pay relevant employee – an 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 2019 to March 2020, 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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