

Appendix 1: University of York - Draft Equal Pay Action Plan (A15-16/105)

Issue identified	Comments	No.	Action	Deadline	Accountable lead
<p>The key driver of our pay gap is the reducing proportion of females from grade 7 upwards.</p>	<p>Females are under-represented in Senior/Professorial roles</p>	A1	<ul style="list-style-type: none"> Carry out qualitative and quantitative analysis to understand what is happening to females at different points in their career e.g. impact of maternity leave on careers, barriers to progression. Consider additional resource to deliver work required. 	Dec 2017 (subject to resource confirmation)	Director of HR / Head of E&D
		A2	<ul style="list-style-type: none"> Propose specific actions generated from the analysis carried out under A1. 	Dec 2017	Director of HR
		A3	<ul style="list-style-type: none"> Encourage recruiting managers to pro-actively target under-represented groups at grade 7 and above. 	On-going	Director of HR
		A4	<ul style="list-style-type: none"> Implement initiatives to encourage and support employees to progress e.g. encouraging applicants from under-represented groups to apply for promotion. 	Sep 2017	Registrar and Secretary
		A5	<ul style="list-style-type: none"> Review and embed learning from other organisations in respect of female progression. 	Dec 2017	Director of HR / Head of E&D
<p>Changes have been made to respond to the Athena Swan Silver award feedback regarding institutional leadership on equality issues. There are opportunities to maintain this momentum on Equal Pay.</p>	<p>The Equal Pay Gap has diminished from 2013 – analysis is required to understand what actions have driven the pay gap reduction so far.</p>	A6	<ul style="list-style-type: none"> Consultation on this action plan 	Jun 2017	Director of HR
		A7	<ul style="list-style-type: none"> Provide a progress update to the Equality, Diversity and Inclusion Committee and UEB on progress against the action plan. 	Apr 2018	Chair of EDIC
		A8	<ul style="list-style-type: none"> Introduce an Equal Pay Policy to demonstrate the university's commitment to Equal Pay. 	Jun 2017	Director of HR
		A9	<ul style="list-style-type: none"> Present Statutory Gender pay reporting information to UEB. (see actions A11 & A12) 	Sep 2017	Director of HR
<p>There is a pay gap at Professorial Grade 3</p>	<p>Prof 3 is the only grade where there is a pay gap when salaries are</p>	A10	<ul style="list-style-type: none"> Carry out a review of professorial pay in Professorial grades 2 and 3 using internal measures and external market data. 	Jul 2017	Director of HR

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	reviewed on an Equal pay for Equal Value basis.				
Statutory Gender Pay Reporting is being introduced in 2017 with publication of measures by April 2018.	The calculations specified under the new reporting requirements are different to our current measurement.	A11 A12	<ul style="list-style-type: none"> • Produce and review the Statutory measurements of gender pay. Report to UEB • Publish with commentary ahead of the government deadline of April 2018 	Dec 2017	Director of HR Director of HR
A number of specific anomalies were identified and highlighted in the Equal Pay Report.	Further analysis is required to understand the cause of the issues identified	A13 A14 A15 A16 A17	<ul style="list-style-type: none"> • Further analysis on the pay gap in favour of women at grade 6. • Further analysis on the pay gap for Framework females over 50 years of age • Further analysis on the pay gap seen for Framework BME females • Further analysis on the pay gap seen for non-framework males between 50 and 59 years of age • Analysis of the negative pay gap seen for colleagues with less than 3 years of service. 	Jun 2017	Director of HR Director of HR Director of HR Director of HR
Low numbers reported for other protected characteristics including race and disability resulting in queries around the accuracy of the statistics and analysis.	Employees need to be encouraged to provide this information, supported by clear messages on how we will use it.	A18 A19	<ul style="list-style-type: none"> • Engagement activity to increase disclosure and update equality monitoring records to ensure meaningful analysis of pay data. • Against the 2018 increased Data Protection requirements, identify and publish how we will use this information. 	Sep 2017	Head of Equality & Diversity / INCLUDE Head of Equality & Diversity Director of HR