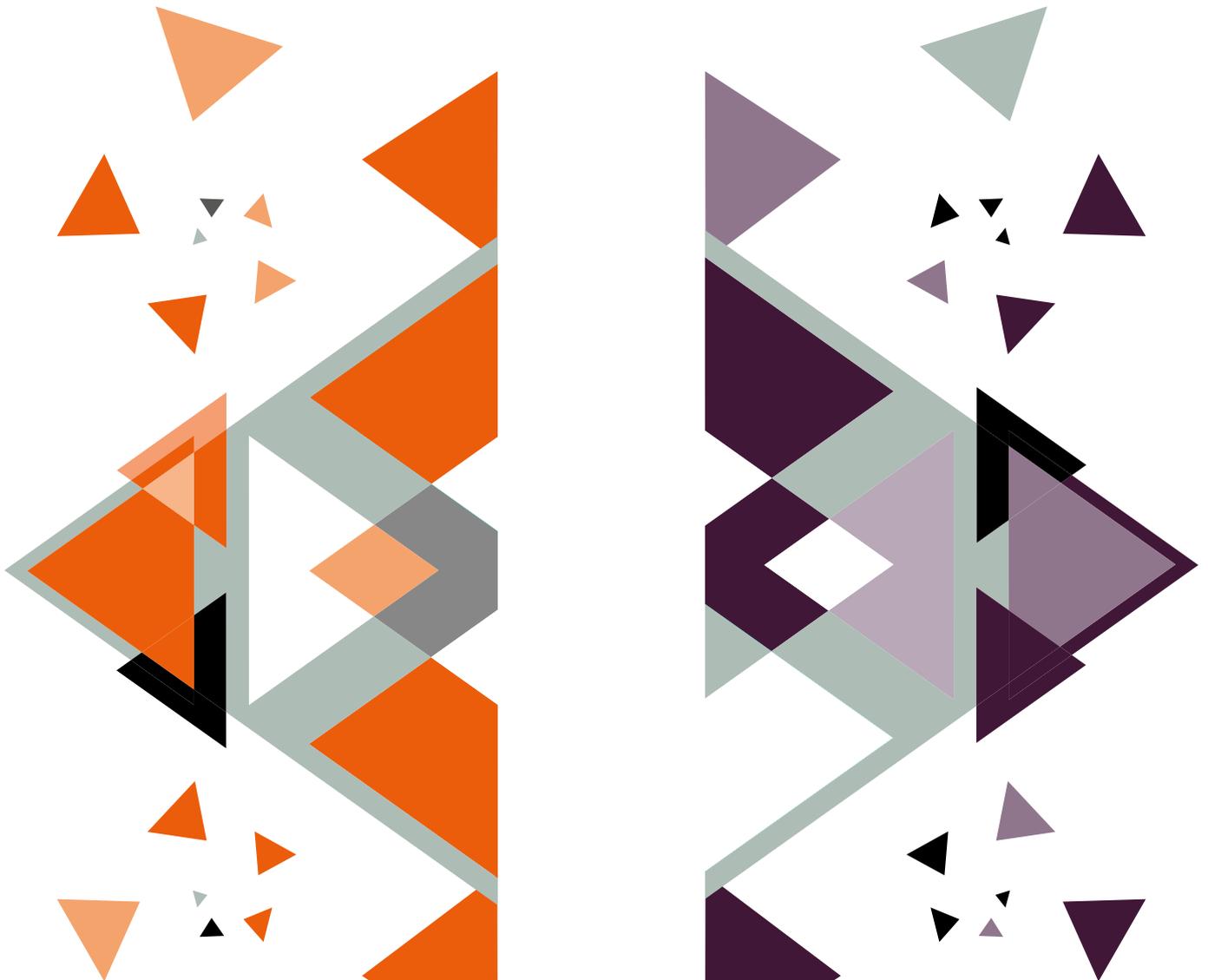


UNIVERSITY OF YORK

Gender and Ethnicity

Pay Gap Report 2024

Published March 2025



Driving Meaningful Change: Our Commitment to eliminating gender, ethnicity, and disability pay gaps

Our university’s innovative 2030 strategy commits us to “eliminate gender, disability and ethnicity pay gaps”. This year marks a significant step forward as we publish our disability pay gap data for the very first time, reaffirming our dedication to transparency and progress.

Our latest gender and ethnicity pay gap figures present a mixed picture. The detailed analysis in this report allows us to celebrate our successes and the progress we’ve made; we also recognise the urgent need to intensify our efforts where gaps persist. The slight increase in our gender pay gap this year is disappointing, after a major step forwards last year, yet we remain encouraged. The foundations of our significant progress in 2023 are strong, and now is the time to build on that momentum. Our focus is clear: to find new, impactful ways to drive sustainable progress.

A key factor behind this year’s shift in the gender pay gap was the absence of the one-off bonus payments issued in 2022–23. These bonuses were a heartfelt acknowledgment of our staff’s extraordinary dedication during the COVID-19 pandemic, contributing to an outstanding REF outcome. They were especially significant for lower-paid employees amid rising living costs and had an important, one-off effect in reducing the gender pay gap.

Looking ahead, our 2025 action plan will harness these insights to implement targeted strategies that support staff at every stage of their careers. We are committed to embedding equity into every decision, ensuring that progress is not only achieved but sustained.

We are unwavering in our mission to close the gender, ethnicity, and disability pay gaps – not just because it’s the right thing to do, but because it drives innovation, strengthens our community, and powers real progress. In a challenging sector landscape, pay equity remains one of our highest priorities. By addressing these gaps, we unlock the full potential of diverse talent, spark creativity, and build a more inclusive university for all.

This is more than a strategy – it’s a movement that is critical by design. And by breaking down barriers to equality, we are not just shaping a stronger institution; we are paving the way for transformative change that will define our future.



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

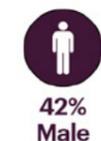
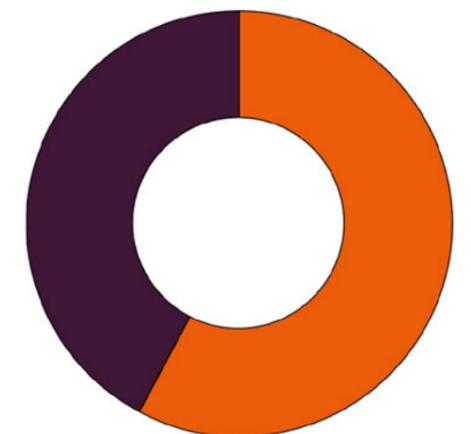
Gender split

Percentage of male and female staff at the University of York. Total number of staff included in the Gender Pay Gap calculations is **6,865** including casual workers¹.

In line with the Statutory guidance on calculating Gender Pay Gaps, we have compiled our report based upon gender identity where we hold this information. Where we do not, we use self identified sex and where this is not held, we use legal sex.

This means that wherever we use the terms ‘gender’, ‘male’ and ‘female’, we are referring to the data we hold to the above methodology. Our staff are able to update their EDI profile at any time. Pay Gap reports will reflect the data held on file at the reference date.

Gender breakdown of ‘relevant employees’



¹ 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.

Gender pay gaps

University Gender Pay Gap history:

Year	MEAN (average) Hourly rate pay gap	MEDIAN (middle) Hourly rate pay gap
2024	15.3%	13.7%
2023	14.9%	11.9%
2022	19.1%	18.6%
2021	18.1%	14.8%
2020	19.1%	18.6%

Understanding the changes

Increase in the median pay gap: The median gender pay gap has increased from 11.9% in 2023 to 13.7% in 2024.

Increase in the mean pay gap: The mean gender pay gap has increased from 14.9% in 2023 to 15.3% in 2024.

These increases reflect the changing nature of temporary payments, particularly when paid to employees at the lower end of our pay scale. We have identified the following key factors accounting for the majority of the change from 2023:

- 0.23 percentage point **increase** in the mean, caused by the majority of regular payments such as shift allowance being made to male employees
- 0.05 percentage point **decrease** in the mean, caused by changes to the gender balance and starting salaries of those in grades 9 and 10.
- We also identified that the overall 0.4 percentage point increase in the mean has been generated by the lack of two one off bonus payments made to staff in the 2023 numbers².

i Calculating the mean and median

The mean is calculated by adding all of the hourly rates of pay for male/ female employees and dividing by the number of males and 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.

² One to thank all employees for their contributions during Covid and to reflect their contributions to the REF & one to help framework staff only during the cost of living crisis.

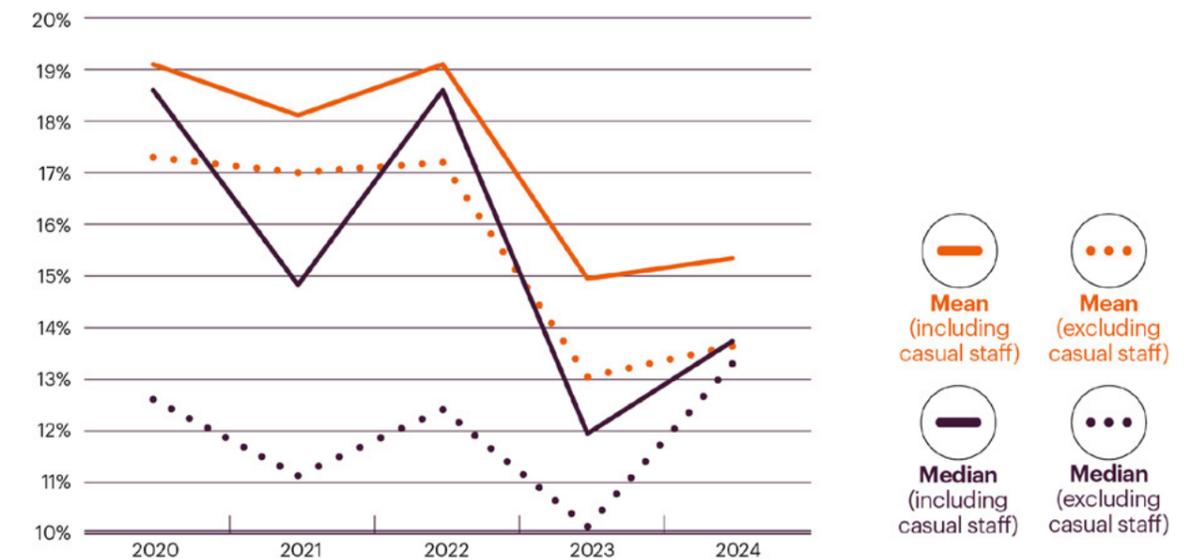
Casual workers

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 2024 excluding casual workers.

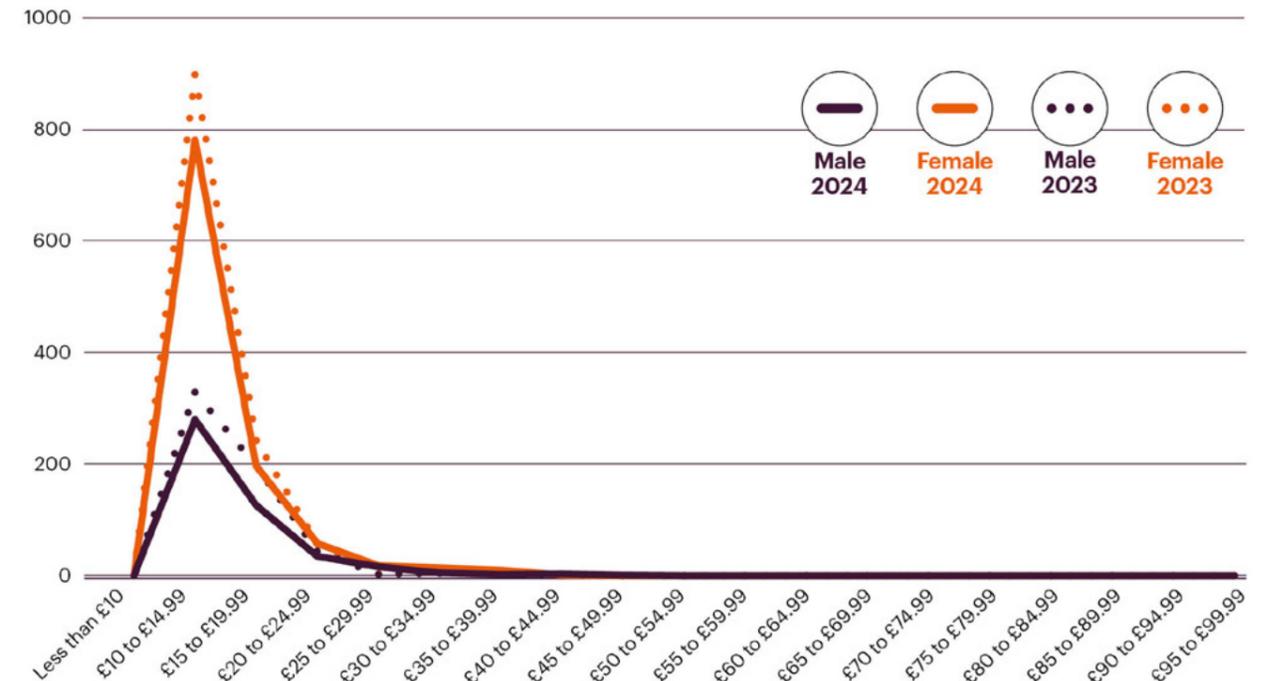
If casual workers are excluded the University's mean pay gap is 13.6% and the median is 13.3%

Mean and Median pay gap 2020 to 2024



Comparison of hourly rates for casual workers by gender

Distribution of hourly rates - 2023 and 2024 - casual staff only

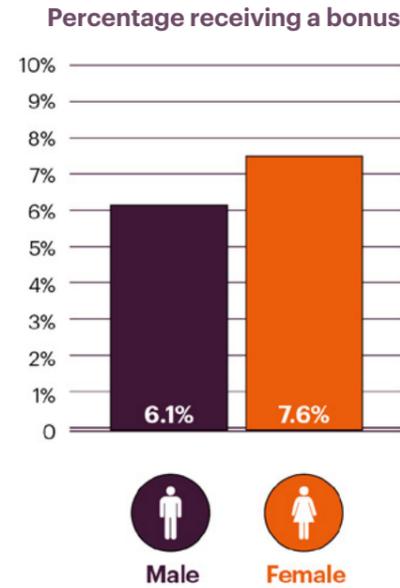


Bonus gap

We do not run bonus schemes, but we include in this calculation any one off payments made through our Making the Difference initiative which recognises the outstanding contribution of our staff.

We also include Clinical Excellence Awards which 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.

In 2023/24, 6.1% of females and 7.6% of males received a bonus payment:



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
2024	66.25%	-25.0%
2023	-0.7%	0.0%
2022	59.0%	0.0%
2021	54.7%	0.0%
2020	81.3%	6.0%

Our mean and median bonus gaps have increased significantly compared to 2023 without the one off payments that were made that year. 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.

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

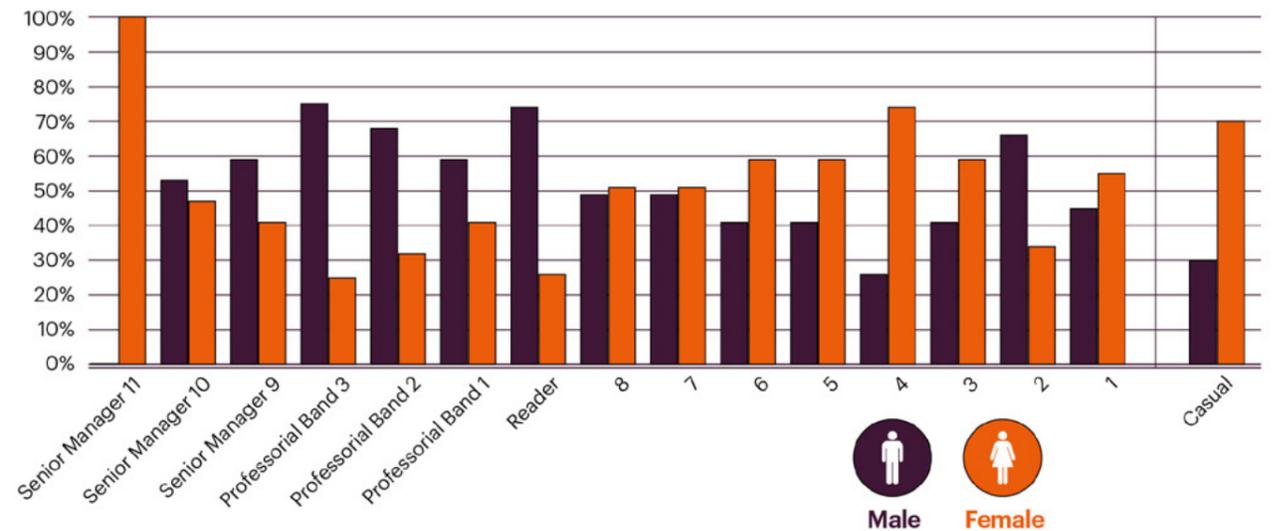
then examine the percentage of male and female employees in each quartile.



Disappointingly, the number of females in the upper quartile has decreased significantly following a large increase in 2023. Females now make up 37% of our upper quartile compared to 45% in 2023. However, we have achieved a 50:50 balance in the upper middle quartile and we have closed the gap in the

lower middle quartile by 4 percentage points. Our lower quartile remains an area for improvement having remained relatively static over recent years, but we are pleased to see a 2 percentage point reduction in the number of females in this category.

Proportion of males and females by grade



The gender balance gap in senior manager grade 10 has closed significantly with females making up 47% of the population compared to 37% in 2023. However, the gender balance has worsened for senior manager grade 9 which in 2023 was close to balanced at 48% female, but this has now dropped to 41%.

The number of females at Professorial band 2 has increased from 25% to 32% alongside a similar increase in Professorial band 1 which increased from 39% to 41% 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.

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.

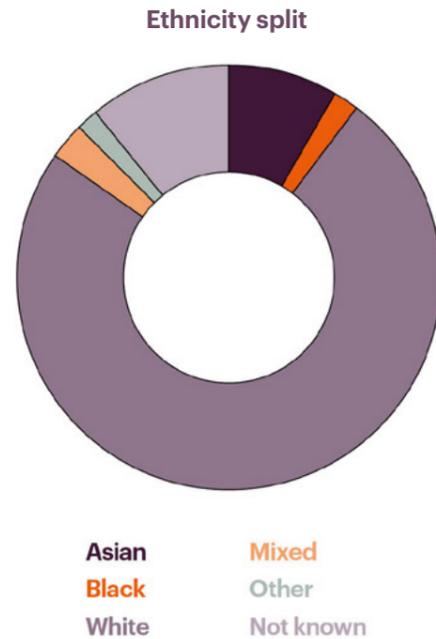
While the University is not required to publish the Ethnicity Pay Gap, we feel it is important and we first reported our ethnicity pay gap in 2021 in the spirit of openness and transparency, to acknowledge where we need to make progress and provide focus on what we will do to achieve this.

Total number of staff: 6,865

- 8.5% staff identify as Asian
- 2.0% staff identify as Black
- 2.8% staff identify as Mixed
- 74.4% 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 no longer report this figure and instead focus on key ethnic groups compared to staff from White backgrounds.

YEAR	2024		2023		2022		2021	
Ethnicity	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Asian	11.2%	4.3%	14.8%	14.0%	14.2%	20.9%	12.4%	11.7%
Black	21.3%	14.6%	19.7%	14.0%	23.7%	22.0%	29.4%	38.8%
Mixed	10.7%	2.1%	18.2%	14.3%	Not calculated			
Other	9.6%	0.0%	11.7%	6.4%	10.4%	7.1%	12.6%	14.8%



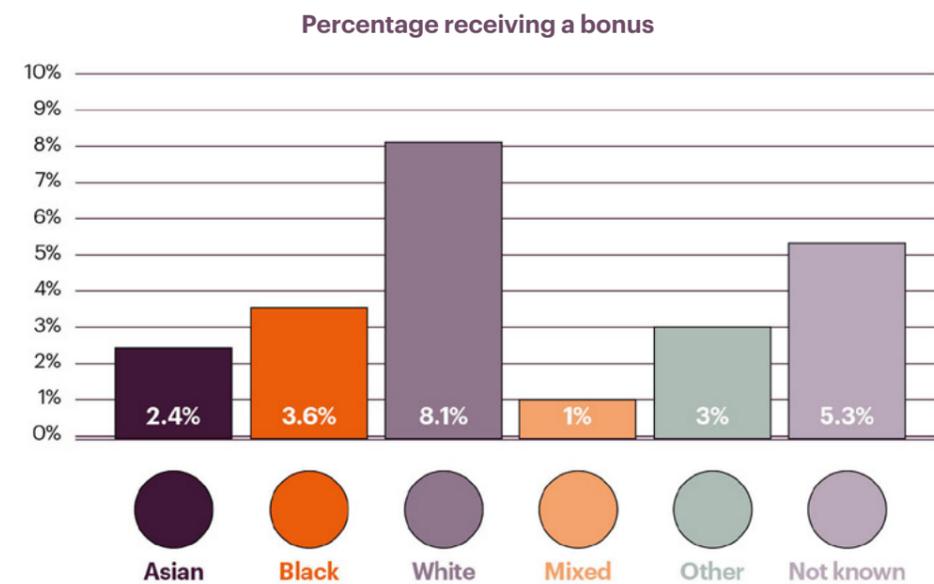
Bonus gap

We do not run bonus schemes, but we include in this calculation any one off payments made through our Making the Difference initiative which recognises the outstanding contribution of our staff.

We also include Clinical Excellence Awards which 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 following graph shows the percentage of staff within different ethnic groups who received a bonus:

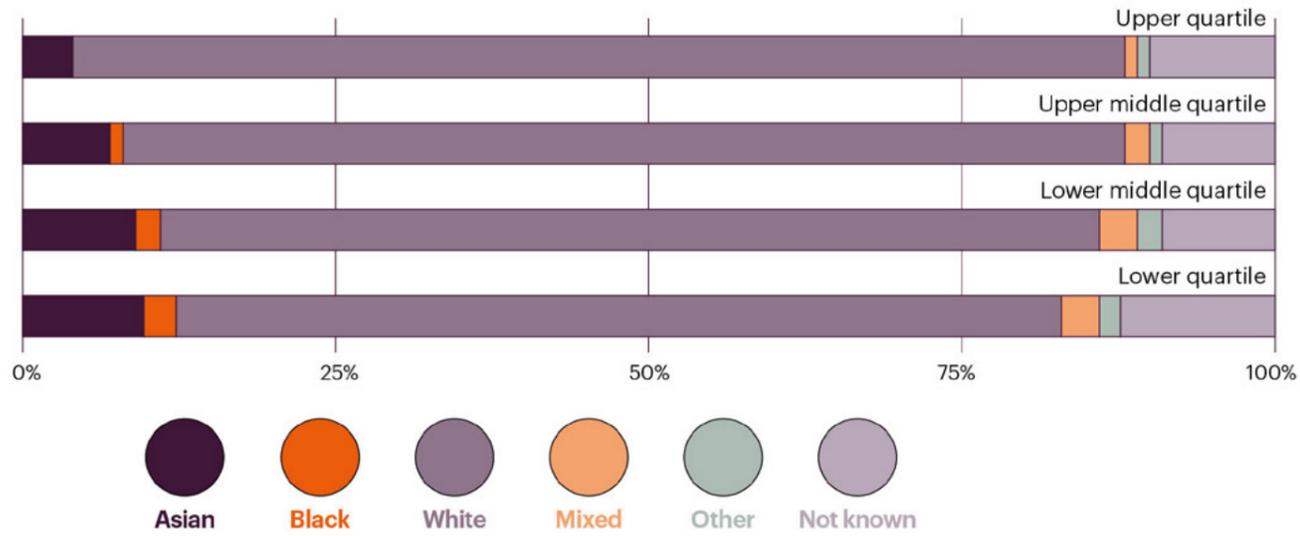


YEAR	2024		2023	
Ethnicity	Mean	Median	Mean	Median
Asian	-106.6%	0.0%	5.8%	0.0%
Black	72.8%	0.0%	18.9%	0.0%
Mixed	91.2%	-20.0%	9.6%	0.0%
Other	75.4%	0.0%	12.0%	0.0%

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.

Pay quartiles

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

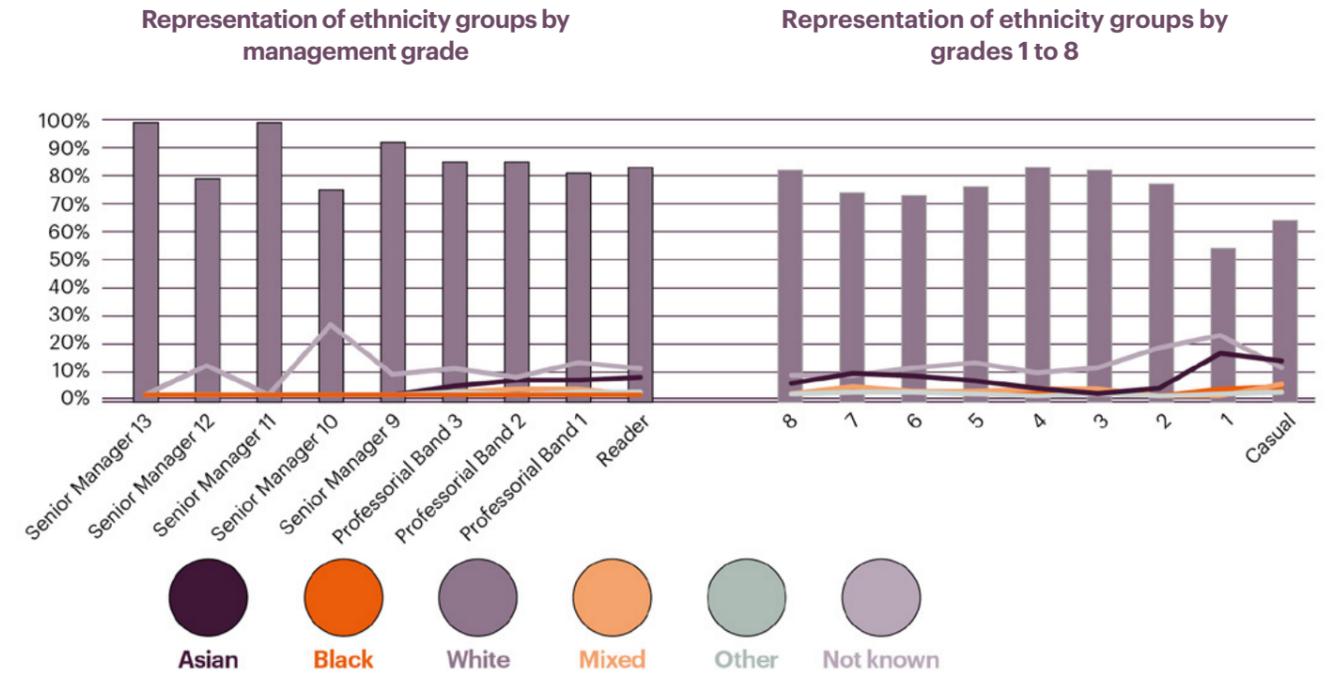


Representation remains an issue across the University, particularly in the Upper Quartile.

Following an exercise to encourage employees to update their equality monitoring information,

this year we have much stronger data in relation to ethnicity. We have seen a 2.1 percentage point reduction in the number of employees categorised as 'not known'.

Representation of ethnicity groups by grade



Our representation across the grades is not even and this needs to be our focus. There is a relative over representation in our lowest grades and casual

workers and an under representation in our more senior grades and this is the main driver of our ethnicity pay gap.

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	
	2024	2023	2024	2023
Pay Gap between Asian female and White male	28.4%	27.0%	31.1%	28.9%
Pay Gap between Black female and White male	41.7%	33.3%	47.6%	36.4%
Pay Gap between Mixed female and White male	22.5%	18.5%	28.9%	29.5%
Pay Gap between Other female and White male	27.3%	24.0%	27.4%	24.3%

All of our mean intersectional pay gaps have increased this year, in particular when comparing Black females to White males which increased by 7.4 percentage points. This reflects the increase to the overall Black pay gap.

Despite the overall pay gaps for Asian and employees from Other ethnic backgrounds dropping, the pay gaps for females in these categories compared to White male colleagues increased suggesting the experience

of female employees from backgrounds other than White experience larger pay gaps than males from the same background.

When reviewing the pay gaps for female employees from a Mixed ethnic background compared to White males, we can see that the median pay gap has reduced while the mean gap has increased by 4 percentage points.

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.

Disability pay gap

The University has a firm commitment to eliminating all of our pay gaps. While the University is not required to publish a Disability Pay Gap, we feel that this is the next important step in our work. Following a campaign encouraging staff to update the information we hold about them, we now have strong data to report on and are therefore commencing voluntarily publishing our Disability Pay Gaps.

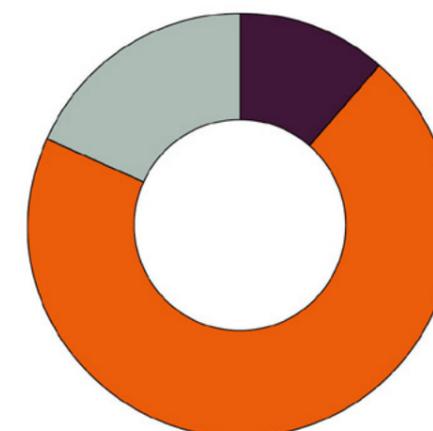
Total number of staff:

- 11.4% of staff have declared they have a disability
- 70.5% of staff have declared they do not have a disability
- 18.1% of staff have not shared this information with us

YEAR	Mean (average) Hourly rate pay gap	Median (middle) Hourly rate pay gap
2024	7.0%	2.9%

We have identified that we have a mean disability pay gap of 7.0% and a median gap of 2.9%. We can now analyse the causes of this and what we need to do to reduce these.

Disability breakdown of 'relevant employees'



Disabled
Not disabled
Not known

Progress since our last pay gap report

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.

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 3 percentage points. Our professoriate is now 36% female.

We have continued to see gender balance within our academic promotions processes with the gap closing

Ethnicity Pay Gap

- Our 2023-24 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

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

- Included our disability pay gaps in this report for the first time
- Ensured that our new academic promotions processes have panels and committees that are diverse in their makeup to bring about diversity of decision making. As we bring our professoriate into this new promotions process in 2025, this group will also benefit from these changes
- Found new and engaging ways to attract interest in our Student Ambassador roles from a more diverse population of students

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 Excellence³ scheme were successful.

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.

³ This scheme provides an opportunity for staff on Framework grades to apply for an additional increment increase by demonstrating excellence in their role.

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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