

York St John University

# GENDER PAY GAP REPORT 2017



# CONTENTS

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VICE CHANCELLOR'S MESSAGE	3
INTRODUCTION	4
OUR PERFORMANCE	6
BONUS PAY	
MEAN AND MEDIAN PAY	
QUARTILE PAY BANDS	
ANALYSIS	9
TAKING ACTION	12
LOOKING TO THE FUTURE	14

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# VICE CHANCELLOR'S MESSAGE

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This year marks 100 years since women in Britain won the right to vote.

Since that landmark signifier of progress, so much has been achieved to give women the rights, opportunities and influence to achieve our potential and start to shape a fairer, more just world.

Yet we know that there is still a long way to go.

Having been given so many opportunities personally to learn, grow and prosper professionally by Higher Education, I have seen the best of what our sector can be. Yet I'm also fully aware of where barriers, hierarchies and bad practices can continue to hold us back.

As a sector that prides itself on advancing understanding and pioneering progressive ideas, we must play a leading role in championing equality in the workplace. That is why I welcome the national publication of gender pay gap figures for organisations, including universities, across the country. It is also why we at York St John University have spent time understanding our position, analysing the detail behind it and identifying what more we can do to address our own challenges.

I am pleased that at our University there are no issues concerning equal pay between men and women for roles of equal value. However, this report highlights that we do have challenges concerning gender segregation, with a tendency for women or men to be over-represented in

certain occupations or jobs. We continue to see women over-represented in lower grade support roles and under-represented in the most senior academic roles. There is more detail in the pages that follow.

As you will see we have already introduced some important initiatives to address these segregation issues, but I know that we can do more. This was already an important issue for us and this report galvanises us to maintain the momentum.

I welcome feedback from colleagues about their experiences and ideas on how we address these issues. I also hope that as a sector we will take this opportunity to learn from one another's best practice and strengthen our common commitment to making this a priority.

If we are to continue the progress of the past 100 years, we must be open about our challenges and robust in our response. The publication of gender pay gap figures is another important step in helping us to do that.



*Karen Stanton*  
Professor **Karen Stanton**  
Vice Chancellor

# INTRODUCTION

York St John University has a long and proud history of promoting opportunity and supporting gender equality. Shortly after its founding, in 1846 our institution welcomed women trainee teachers and branched out to form Ripon College for Young Women's Teachers in 1862.

Today, we have a female Vice Chancellor and a female Chair of our Governing body. We hold values that promote inclusivity. Approximately 4,000 of our 6,000 students are female. Staff and students consistently tell us that they value the strong sense of community our campus and culture creates and the spirit of support we promote for people from every background in life. We play an active and integral part in many initiatives that benefit our surrounding area.

So we have much to be positive about and build on. However, like other Higher Education institutions and indeed like many organisations we can, must and will do more to realise our absolute commitment to achieving greater equality. An essential part of this commitment includes closing the gap between the average pay of our male and female staff.

This 2017 Gender Pay Gap Report presents the headline information that organisations are now publishing about the comparative pay of men and women in their workforce, alongside further analysis and details of the actions we are taking, to present an overall picture of the current position at York St John University.

Over a number of years the University has been conducting equal pay reviews and has seen a gradual decline in its mean gender pay gap during that time as a result of initiatives we have put in place. These include: the introduction of Associate Professorships; advancing opportunities for female staff through management and leadership training opportunities; and family friendly policies.

This report highlights a number of areas where our performance on gender pay compares positively to other universities and organisations. However, it also highlights a particularly large gap in the difference between the median hourly rate of pay for male employees and female employees. This is caused in part by the significant number of female casual staff working as 'Student Ambassadors', which compounds the fact that female colleagues are disproportionately over-represented in lower paid roles within the University.

It is important for us to understand the data behind the headline figures and be clear about the actions that can make the greatest difference. This report identifies where improvements will be targeted and is a key moment in helping us to create a more equal workforce for the future.



# OUR PERFORMANCE

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Regulations introduced as part of the Equality Act 2010 (section 147) require that organisations report and publish specific information on an annual basis relating to: any gender gaps in bonus pay; the median gender pay gap and mean gender pay gap; and quartile pay bands. That information for York St John University as at 31st March 2017, is presented over the following pages:

## BONUS PAY:

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MEAN BONUS GAP 0%

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MEDIAN BONUS GAP 0%

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BONUS PROPORTIONS 0%

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## MEAN AND MEDIAN PAY:

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The difference between the mean hourly rate of pay of male full-pay employees and that of female full-pay employees (our mean gender pay gap) is 18.4%.

18.4%

Excluding casual staff (predominantly our student workforce) this figure is **11.1%**.

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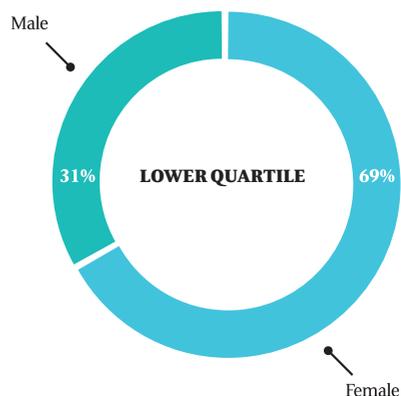
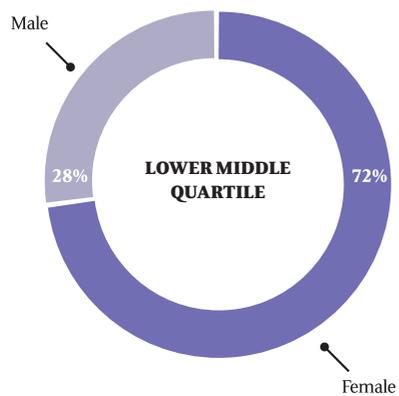
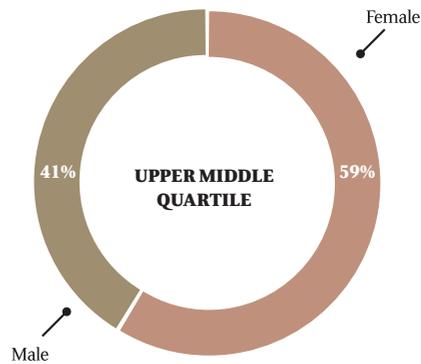
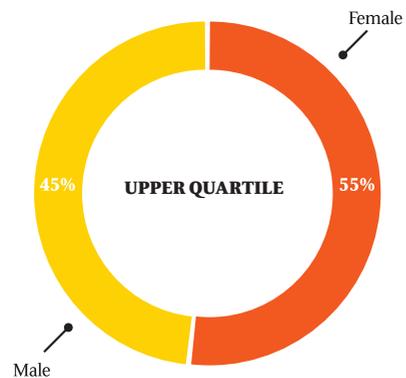
The difference between the median hourly rate of pay of male full-pay employees and that of female full-pay employees (our median gender pay gap) is 37.4%.

37.4%

Excluding casual staff (predominantly our student workforce) this figure is **18.6%**.

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## QUARTILE PAY BANDS:



## ANALYSIS:

### WHO ARE OUR WORKFORCE?



In total 968 staff were included in the data on which our gender pay gap figures in 2017 were calculated. Of this number

**64% of our workforce is female.**

### CASUAL STAFF:

The total number of staff detailed above, includes a casual workforce of 198 Student Ambassadors, of which 76% (151) were female. This group supported the University during Open Days which took place in the spring and were paid in March for doing so.

We see this as a valuable activity to give students work experience. This casual workforce has significantly affected the gender pay gap being reported for our University, which is why we have also included the figure excluding our casual workforce in the report.

**THE SIGNIFICANT NUMBER OF FEMALE STUDENT AMBASSADORS IS AN IMPORTANT FACTOR IN THE NUMBER OF WOMEN IN THE LOWER QUARTILE OF OUR PAY BANDS.**



## ANALYSIS CONTINUED...

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### THE PROPORTIONAL PAY GAP:

Given the significantly greater number of women in our workforce, it is helpful, alongside the mandatory reporting figures, to also explore the proportional pay gap. The proportional pay gap compares the hourly rate of men and women on a like-by-like basis across every grade. The percentage difference demonstrates for each grade how women are affected. A negative figure means that on average across the grade, women are paid more than men.

**ANALYSIS SHOWS THAT AT 0.4%, THERE IS NO SIGNIFICANT PROPORTIONAL PAY GAP BETWEEN OUR MALE AND FEMALE STAFF.**

### ACADEMIC STAFF:

In the most recent round of promotions we saw more female than male staff applying for Professorial titles. Within our sector the pay gap for Academics is 11.4% in favour of men, however at York St John University:

**AMONGST ACADEMIC STAFF WE SEE A SLIGHTLY POSITIVE PAY GAP IN FAVOUR OF FEMALE ACADEMICS.**

### OCCUPATIONAL SEGREGATION:

As outlined earlier in this report, the key factor behind the size of the gender pay gap at our University is occupational segregation. This is a theme we see repeated at many universities.

**FEMALES OUTNUMBER MALE STAFF IN BOTH LOWER PAID ROLES AND IN PART-TIME POSITIONS.**

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# TAKING ACTION

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Our gender pay figures highlight the importance of addressing occupational segregation in our workplace. A number of existing and forthcoming initiatives support this, helping us to create a fairer workplace and support female colleagues to succeed at every level of our University.

## CREATING A FAIRER, THRIVING WORKPLACE FOR EVERYONE

We plan to review where our University currently has occupational segregation through a job family review and focus on how to develop roles of equal appeal for men and women.

We will ensure equitable, fair and transparent policies and processes that support career development including the introduction of a Talent Management Framework.

We will review our lower pay rates and grade boundaries to identify whether salaries and progression can be improved and look at how we can reduce our reliance on lower paid administrative roles and create higher graded more professional positions.

We will continue to promote our Family friendly policies, including our Shared Parental Leave Policy. We are also working towards adopting City of York Council's Carers Charter.

Find out more: [www.yorks.ac.uk/human-resources/leave--work-life-balance/](http://www.yorks.ac.uk/human-resources/leave--work-life-balance/)

## SUPPORTING WOMEN TO SUCCEED

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York St John University has introduced a number of initiatives that are helping female colleagues to develop their careers. We will continue to build on these as part of an Action Plan to address the gender pay gap issues identified in this report and as part of our wider commitment to enhancing equality in the workplace. These include:

Improving career development opportunities for female Academics, including the introduction of Associate Professorships.

Introducing faster progression routes from Lecturer to Senior Lecturer, with plans to promote this more actively to female Academics.

Funding female Academics on the Leadership Foundation Aurora programme.

Offering Action Learning sets for women as part of the Northern Universities consortium.

Introducing the Chartered Management Institute (CMI) Leadership and Management Training for our staff. 58% of participants at Level 2 and 78% at Level 5 are female.

Positively promoting the University to increase female applicants to senior roles.

Supporting flexible working, including flexible return to work options following maternity leave. Over the past two years 98.5% of flexible working requests were approved, including 97% of requests from women returning to work.

We have introduced unconscious bias training for Recruiters and we are working to ensure our recruitment practices use gender neutral language.



LOOKING  
TO  
THE  
FUTURE

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We will work with our Trade Unions to develop and monitor a comprehensive response to our gender pay gap.

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Staff are invited to contact HR at [humanresources@yorks.ac.uk](mailto:humanresources@yorks.ac.uk) to join the discussion on what new activity we could be doing to help reduce our gender pay gap.

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Lord Mayor's Walk, York, YO31 7EX

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