



The  
University  
Of  
Sheffield.

## **THE COUNCIL, 29 April 2019**

### **Report of a Meeting of the Human Resources Committee**

**Date:** 20 March 2019  
**Chair:** Mr Richard Mayson  
**Secretary:** Ms Gayle McKeachie

#### **SECTION C – Items for information**

##### **1. Gender Pay Gap**

The University's Gender Pay Gap figures from 2018 show a reduction in the mean and median pay gap from 2017. The figures will be published w/c 25 March 2019. Work is ongoing to address the key issue of an unequal gender distribution across the workforce, specifically focusing on positive action in relation to recruitment and selection, developing a new and transparent Academic Pathways scheme, ongoing support for Athena Swan, reviewing the recognition award scheme, and encouraging staff to undertake unconscious bias and ED&I training.

The next gender pay gap report date is 31 March 2019. The data will be analysed in April 2019 with further targeted actions to be developed over the summer.

##### **2. Race Equality Strategy**

The University's Race Equality Strategy and action plan has been developed in partnership with staff and students and was launched on 18 March 2019 with a series of events and campaigns. Further information can be found at the following [web pages](#).

##### **3. Sheffield Leader: Impact**

Sheffield Leader: Impact and Sheffield Leader: Essentials were launched in January 2019, which includes personal development and executive team development programmes with participants from across the University. The programme integrates leadership and management development with an emphasis on leadership development change to support succession planning across the University.