

Pay Gap Report 2023



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Introduction

The University of Liverpool is committed to creating an inclusive environment and actively addressing gender-equality related barriers. The University holds silver [Athena Swan](#) awards at both institutional and departmental levels and has accompanying gender-equality related action plans which include specific activity aimed at addressing the **Gender Pay Gap**.

This report (and accompanying infographic) provides University of Liverpool **Gender Pay Gap** information for 2023 relating to the data snapshot of 31st March 2023, along with information on **Disability, Ethnicity, and Sexual Orientation Pay Gaps**. Although not a legislative requirement, this work supports the University’s wider Equality, Diversity and Inclusion (EDI) commitments.

Scope and Methodology

The **Gender Pay Gap** Information Regulations of 2017 require public sector organisations with 250 or more colleagues to publish specific data on their gender pay gap. This gap represents the difference between men's and women's average earnings, and it is distinct from equal pay, which pertains to discrepancies between men and women performing the same or similar jobs. Organisations must report data on gender pay gap, gender bonus gap, proportion of men and women receiving bonuses, and the proportion of men and women in each pay quartile.

The calculation for the University’s **Gender Pay Gap** data is based on the inclusion of 7712 Full Pay Relevant Employees (FPRE) as of March 2023, of which 4381 (56.8%) were female, and 3331 (43.2%) were male. The University of Liverpool also provides similar data for **Disability, Ethnicity, and Sexual Orientation Pay Gaps**, following prescribed methodologies and ensuring data accuracy and reliability through a reconciliation process.

For the purpose of this report, **‘Gender’** refers to calculation based on sex categories (male vs female) and **‘People of Colour’** (POC) refers to the calculation of Black, Asian and Minority Ethnic staff in comparison to White staff. **‘Unknown disability’** refers to colleagues who are not known to have a disability (i.e. where colleagues have not disclosed a disability or where this information has not been provided and therefore it is unknown). Categories are aligned with those used in UK census data to aid comparison and benchmarking, however it is acknowledged that individuals may self-identify with alternate terms.

Data Trends

The following data refers to data points recorded over a five-year period, enabling the detection of patterns, fluctuations and trends in the data.

Mean

	2019 (%)	2020 (%)	2021 (%)	2022 (%)	2023 (%)	2023 Mean Pay Gap in Favour of
Female v Male	22.01	21.17	20.50	21.01	20.38	Male population
POC v White	4.20	1.26	2.21	6.49	1.41	White population
Known Disability vs Unknown Disability	11.28	15.04	14.77	14.47	11.74	Unknown Disability
LGBO v Heterosexual	2.11	5.90	6.78	5.88	5.29	Heterosexual

Table 1: Mean Pay Gap Trend

Median

	2019 (%)	2020 (%)	2021 (%)	2022 (%)	2023 (%)	2023 Median Pay Gap in Favour of
Female v Male	15.49	16.18	14.12	16.09	16.19	Male population
POC v White	-0.53	-0.83	-1.12	-0.09	-4.55	POC population
Known Disability vs Unknown Disability	9.59	9.73	7.02	7.62	7.57	Unknown Disability
LGBO v Heterosexual	2.89	3.23	4.15	1.21	2.89	Heterosexual

Table 2: Median Pay Gaps Trend

Causes of Gender Pay Gap

There has been a slight reduction in the **Mean gender pay gap** and an eradication of the **Median gender bonus pay gap** between 2022 – 2023;

- The slight reduction in the Mean gender pay gap is due to the changes in the Quartiles, including a slight increase in females in Q4 (highest earners).
- The eradication of the Median gender bonus pay gap can be attributed to the increased number of bonus payments made to staff below GR10, who were issued a Cost of Living payment of a standard £100 (pro-rated on FTE) per month, in response to the cost-of-living crisis.

Although these changes are positive for the Mean gender pay gap and the Median bonus pay gap, there has been a slight increase in the **Median gender pay gap** and **Mean bonus pay gap** between 2022 – 2023;

- The increased Median gender pay gap is attributed to changes in quartile figures, with more females in Quartile 1 (lowest earners) and an overall increase in females in Q1 and Q2.
- The increased Mean bonus pay gap can be attributed to more male staff receiving the majority of Clinical Excellence Awards*, which, combined with the Cost-of-Living bonus payments being pro-rata'd contributed to the increase in the mean bonus pay gap.

***NB:** Clinical Excellence Awards (CEA) are an NHS bonus payment scheme for eligible clinical staff. Although administered by the University's payroll system, the awards are determined by the NHS.

Causes of Ethnicity Pay Gap

Fluctuations in the **Mean and Median ethnicity pay gaps** between 2022 – 2023 are attributed to the following factors:

- POC staff have a higher representation in GR6 and higher roles due to their prevalence in Academic/Research positions.
- POC appointments in GR6 and higher roles were 76.63% compared to 69.29% for White appointments in 2023, leading to a higher median hourly rate for POC.
- However, the disparity between median and average values arises from limited POC representation at senior management/professorial levels, resulting in a higher average hourly rate for White staff. For instance, among the top 50 highest hourly rates, less than 5 individuals identify as POC.

Causes of Disability Pay Gap

The causes of the **Mean and Median disability pay gaps** between 2022 – 2023 are attributed to the following factors:

- Higher proportion of full and part-time known-disability staff who occupy lower pay grades compared to unknown-disability staff.
- The smaller population of known-disability staff further accentuates the disparity in mean/median pay rates between the two groups.

NB: 'Known-disability' reflects staff that have disclosed a disability within their Equality Monitoring information. 'Unknown-disability' reflects staff who have not disclosed a disability or have not responded to this particular Equality Monitoring section.

Causes of Sexual Orientation Pay Gap

The causes of the **Mean and Median sexual orientation pay gaps** between 2022 – 2023 are attributed to the following factors:

- The sexual orientation pay gap is in favour of Heterosexual employees, this is mainly attributed to a slightly higher proportion of LGBO staff in lower pay grades.
- The smaller population of known LGBO staff further magnifies the disparity in mean/median pay rates between the two groups.

Important note: Data on the sexuality pay gap should be interpreted with caution as 37.6% of the Full Pay Relevant Population (FPRP), have not disclosed their sexual orientation to the University.

Gender Pay Gap Sector Comparison

Illustrations can be found below relating to 2022 gender pay gap comparisons with North West Universities, Russell Group (excluding Scotland and Northern Ireland) and Universities identified as suitable comparators for Race Equality Charter benchmarking, due to their composition (size and structure).

It is not currently possible to compare the 2023 Median gender pay gap within the sector because the publication deadline of this data is March 2024. Nor is it possible to provide a comparison for ethnicity, disability or sexual orientation pay gaps, as there is no legislative requirement to publish. It should also be noted that the composition of University staff can vary depending on their structure, for example some do not have Medical Schools nor directly employ cleaning staff which impacts on the Pay Gap figures.

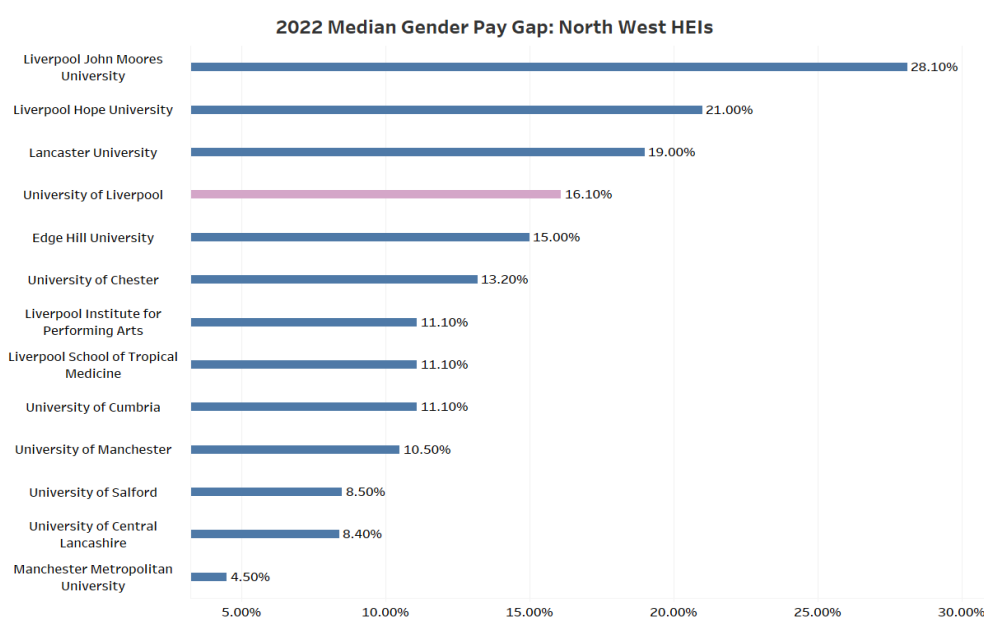


Fig: 2022 GPG Median Comparison - North West Universities

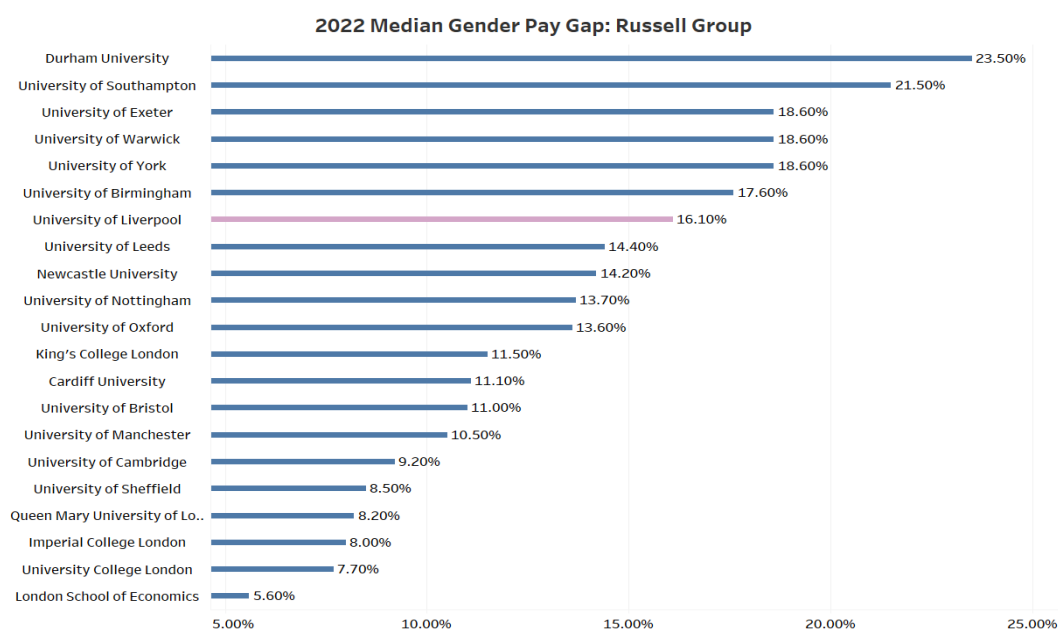


Fig: 2022 GPG Median Comparison - Russell Group

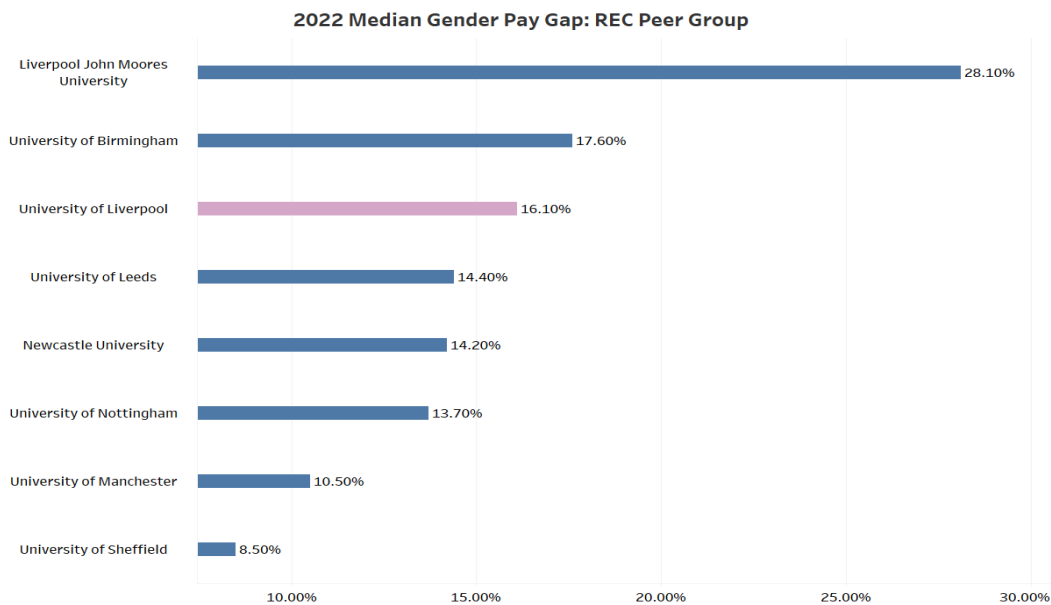


Fig: 2022 GPG Median Comparison – Race Equality Charter (REC) Peer Group

Addressing Pay Gaps | What we are doing already

Over the course of the previous academic year (2022/23) the following actions have been taken to address the pay gaps:

- Offering 'Insight into Promotion' sessions for academics interested in promotion paths, with specific sessions dedicated for women and POC colleagues.
- Using Positive Action by retaining a number of places on the University's Heilbron leadership programme for those who identify as POC.
- Encouraging men to participate in Athena Swan work, through training and Positive Action measures for vacant volunteer roles.
- Exploring enhanced support for individuals returning to work after family or long-term leave.
- Conducting focus groups with women from Quartile 1 (Q1 - lowest earners) to explore career progression opportunities, with a particular focus on those in Manual and Clerical roles, as they form the majority of part-time staff.

What we plan to do

Over the course of the next academic year (2023/24) the following actions will be taken to address the pay gaps:

- Establish an Equality Objectives Working Group to drive forward the University's new Equality Objectives Action Plan (2022-2028), which includes pay gap specific actions reflected within both the [University's Athena Swan Action Plan \(2022 – 2026\)](#) and upcoming Race Equality Charter Action Plan (2023 – 2028);
 - Equality Objective 1 and related sub-objectives 1b and 1c focus on increasing the diversity and representation of our University population (both staff and students).
 - Equality sub-objective 1c focuses on 'Reducing pay gaps and maintaining parity of pay between different groups'.
- Improve disclosure rates of equality monitoring information, with a particular focus on ethnicity, disability and sexual orientation disclosures. Enhanced equality monitoring data will help us track progress and target interventions effectively.
- Consistently review provisions required to further the University's offering of development opportunities, in order to support talent pipelines with a focus on underrepresented groups.
- Include EDI contributions in promotion and Exceptional Performance Award (EPA) criteria e.g. activities undertaken by those leading Athena Swan (gender-equality charter) related activities.
- Use Positive Action to recruit men, and underrepresented POC (men and women) to apprenticeships.
- Pilot a targeted mentoring programme for career progression of POC.
- Review Exceptional Performance Awards (EPAs) processes, focusing on Quartile 1 colleagues, due to historic data indicating the small numbers of Q1 Manual colleagues being put forward for EPAs.
- Create career progression case studies featuring women and POC colleagues moving from Quartile 1 (lowest earners) to higher grade roles, to encourage career progression and furthering the diversity of staff in Q1 roles.
- Explore ways in which to encourage more male and POC applications to lower grade roles.
- Review inclusive recruitment practices and guidance, with a focus on Positive Action.
- Provide refresher Unconscious Bias training for Annual Review panel members.
- Build upon existing relationships with community-based organisations, with the aim of further engaging with a diverse range of prospective applicants.