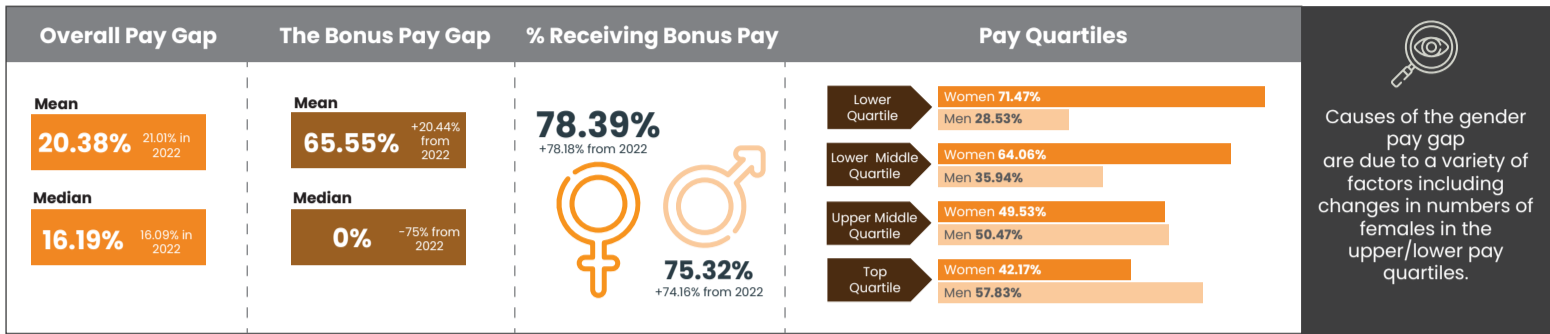
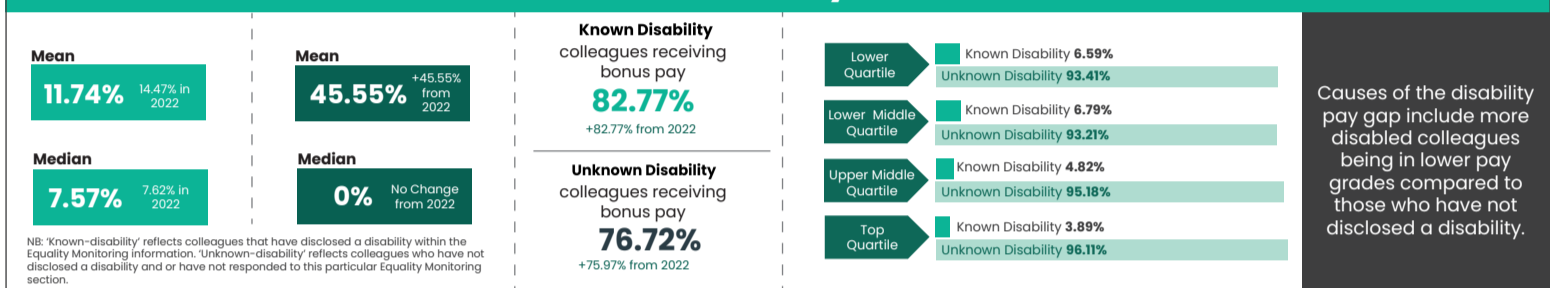


This report provides University of Liverpool Gender Pay Gap information for 2023. The Gender pay gap is the percentage difference between average hourly earnings for men and women in the organisation. A Positive % indicates a favourable gap towards men, and a negative % indicates a favourable gap towards women. The **mean** pay gap is calculated by adding all employees' rates of pay together and dividing by the total number of employees. The **median** pay gap is calculated by finding the mid-point in all employees' hourly pay. The University also provides information on Disability, Ethnicity, and Sexual Orientation Pay Gaps, using similar methodologies. Although not a legislative requirement, this work supports the University's wider Equality, Diversity and Inclusion (EDI) commitments.'

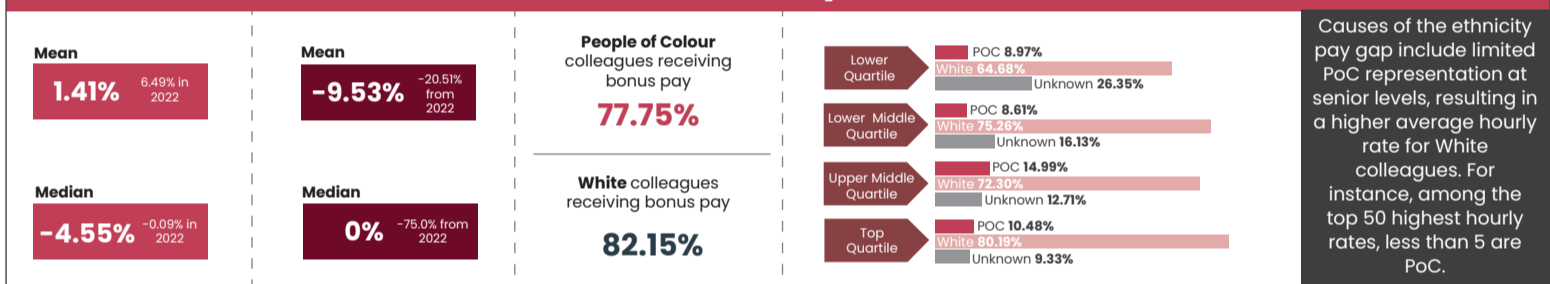


The Pay Gap by other Protected Characteristics

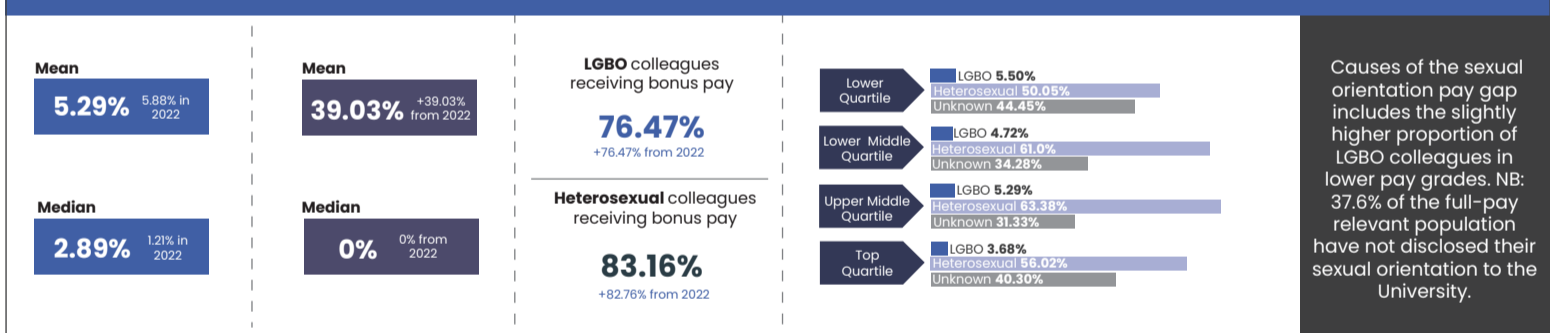
Disability



Ethnicity



Sexual Orientation



Our Commitments

Establish an **Equality Objectives Working Group** to drive forward the University's new Equality Objectives Action Plan (2022-2028), which reflect pay gap related actions set out within both the University's Athena Swan Action Plan (2022 - 2026) and upcoming Race Equality Charter Action Plan (2023 - 2028).

Consistently **review provisions** required to further the University's offering of development opportunities, in order to support talent pipelines.

Use **positive action** to recruit men, and underrepresented People of Colour (POC) (men and women) to apprenticeships.

Pilot a targeted **mentoring programme for career progression** of POC.

Review Exceptional Performance Awards processes, focusing on Quartile 1 colleagues.

Create **career progression case studies** featuring women and POC colleagues moving from Quartile 1 to higher grade roles.

Review **inclusive recruitment practices** and guidance, with a focus on Positive Action.

Provide **refresher Unconscious Bias training** for Annual Review panel members.

Improve disclosure rates of equality monitoring information, with a particular focus on ethnicity, disability and sexual orientation disclosures. Equality monitoring data will inform fairness, track progress, and help UoL to target interventions effectively.

Build upon existing relationships with community-based organisations, with the aim of further engaging with a diverse range of prospective applicants.

A Note on Language

For the purpose of this report, 'Gender' refers to calculations based on sex categories (male vs female) and 'People of Colour' (PoC) refers to calculations of Black, Asian and Minority Ethnic colleagues in comparison to White colleagues. 'LGBO' refers to Lesbian, Gay, Bisexual and Other. Categories are aligned to those used in UK Census data, to aid comparisons and benchmarking across the sector. The University of Liverpool recognises that the terms used within this infographic may not be an exhaustive list, and individuals may self-identify with terms not included within the infographic and related reports.