



Statutory Pay Gap Report 2021

Gender, Ethnicity, Disability, and Sexuality Pay Gaps

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1. Statement from the Vice Chancellor

Here at the University of Liverpool, we are committed to improving equality for staff and students and increasing our diversity as an institution. These values are enshrined in Strategy 2026, and they underpin everything we do.

As part of this we've made great strides in our work around gender equality, and we're at the start of a journey to achieve a sustainable, long-term approach to the gender pay gap.

This report is an important step in understanding the factors influencing our pay gap in more detail and developing on our action plan designed to address them.

In order to do that we aim to remove those barriers that persist in stopping women progressing to some senior roles and promote choice for all our staff to seek opportunities across the many roles and careers available to us in the HE sector.

I am hugely proud of our work as a University to advance equality and diversity. I confirm that the information within the report is accurate and will be used to further focus our activity and increase the impact of the work that is already ongoing to create an equal environment for everyone.

Yours sincerely,

Professor Dame Janet Beer

Vice Chancellor



2. Executive Summary

In accordance with *The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017*, the University of Liverpool is pleased to report its annual Statutory Gender Pay Gap for March 2021. Furthermore, we also report our ethnicity, disability and sexual orientation pay gaps in accordance with the statutory methodology.

In March 2021 there were 7737 employees within the sample population compared to 8020 in 2020 (a 3.5% decrease). Of these 7737, 712 (or 9.2%) were excluded from the population for the mean and median pay gap calculations for not being full pay relevant employees. This was an increase from 702 (or 8.8%) in 2020.

Table 1 outlines the equality demographic for each calculation. The pay gap is a comparison between two population groups and as such all “Unknown” are excluded from the population for the relevant calculation.

Table 1: Full Pay Relevant Population

	#	%	% Ex Unk
Female	3904	55.57	55.57
Male	3121	44.43	44.43
White British	4473	67.95	72.48
BAME+	1812	25.79	27.52
Unknown	440	6.26	
White	5741	81.73	87.18
People of Colour	844	12.01	12.82
Unknown	440	6.26	
Disabled	383	5.45	5.45
No Known Disability	6642	94.55	94.55
Heterosexual	4477	63.73	93.29
LGBO+	332	4.58	6.71
Unknown	2226	31.69	

Tables 2-5 outline the mean, median, mean bonus and median bonus pay gaps from March 2018 to March 2021.

Where a pay gap number is a positive figure and black (e.g. 5%), this means that there is a pay gap in favour of baseline group e.g. men, where a number is a negative figure and red (e.g. -5%), this means that there is a pay gap in favour of the comparison group e.g. women.

In summary:

- Gender Pay Gap:** The pay gap continued to favour the male population, however, the Mean, Median, Mean Bonus, and Median Bonus Pay Gaps all decreased to their lowest level. The Mean is now **20.5%**, the Median is **14.1%**, the Mean Bonus is **39.7%** and the Median Bonus is **66.7%** in favour of the male population.

- BAME+ Pay Gap:** The Mean, Median, and Mean Bonus pay gaps continued to be in favour of the BAME+ population, with the Mean and Bonus Mean being at their lowest level. The Median Bonus Pay Gap significantly changed to being in favour of the White British population. The Mean is now **-10.9%**, the Median is **-12.5%**, the Mean Bonus is **-4.1%** in favour of the BAME+ population, and the Median Bonus is **45.7%** in favour of the White British population.
- People of Colour Pay Gap:** The Mean pay gap is in favour of the White population and increased to **2.2%**. The Median pay gap is in favour of the People of Colour population and increased to **-1.1%**. The Mean Bonus pay gap is in favour of the People of Colour population but significantly decreased to **-11.4%**. The Median Bonus Pay Gap significantly changed to being in favour of the White population to **58.3%**.
- Disability Pay Gap:** The Mean and Median pay gaps continued to be in favour of the No Known Disability population with the Mean being **14.8%** and the Median being **7%**. The Mean and Median Bonus Pay Gaps were both **0%**, however this was because no disabled employee received a bonus payment in 2021.
- Sexuality Pay Gap:** The Mean and Median pay gaps continued to be in favour of the Heterosexual population. The Mean Pay Gap increased to **6.8%** and the Median Pay Gap increased to **4.2%**. The Mean and Median Bonus Pay Gaps were both **0%**, however this was because no LGBO employees received a bonus payment in 2021.

Table 2: Mean Pay Gap Trend

	2018	2019	2020	2021	
Female v Male	23.08	22.01	21.17	20.50	↓
BAME+ v White British	-15.46	-12.40	-13.23	-10.86	↓
PoC v White	-3.23	4.20	1.26	2.21	↑
Disabled v No Disability	11.61	11.28	15.04	14.77	↓
LGBO v Heterosexual	-0.20	2.11	5.90	6.78	↑

Table 3: Median Pay Gaps Trend

	2018	2019	2020	2021	
Female v Male	19.00	15.49	16.18	14.12	↓
BAME+ v White British	-13.22	-12.34	-14.57	-12.49	↓
PoC v White	-6.03	-0.53	-0.83	-1.12	↑
Disabled v No Disability	11.10	9.59	9.73	7.02	↓
LGBO v Heterosexual	0.00	2.89	3.23	4.15	↑

Table 4: Mean Bonus Pay Gap Trend

	2018	2019	2020	2021	
Female v Male	76.68	79.10	68.35	39.74	↓
BAME+ v White British	-125.40	-121.15	-118.81	-4.06	↓
PoC v White	-67.69	-123.60	-84.40	-11.38	↓
Disabled v No Disability	90.37	84.89	89.76	0.00	↓
LGBO v Heterosexual	87.28	80.33	38.79	0.00	↓

Table 5: Median Bonus Pay Gaps Trend

	2018	2019	2020	2021	
Female v Male	87.57	82.92	82.87	66.67	↓
BAME+ v White British	-704.26	-382.56	-704.27	45.70	↓
PoC v White	-503.20	-503.20	-503.21	58.33	↑
Disabled v No Disability	50.26	0.00	0.00	0.00	↔
LGBO v Heterosexual	0.00	0.00	-354.63	0.00	↓

A summary of the main causes of the pay gaps are:

- Gender Pay Gap:** The main causes of the gender pay gap is the higher proportion of women compared to men who occupy lower pay grades, and the higher proportion of women who occupy manual and clerical roles. The main cause of the bonus pay gap is the larger proportion of men who receive the Clinical Excellence Award (CEA) and that a larger proportion of male CEA recipients received a higher value award than women.
- BAME+ Pay Gap:** The main cause of the BAME+ pay gap is the higher proportion of the BAME+ population which occupy research and academic roles compared to the White British population. Research and academic roles are on the higher pay bands meaning that the average income of BAME+ population is higher. The causes of the BAME+ bonus pay gap include the cancelling of the Exceptional Performance Award in 2020 and the remaining bonus payments mostly relating to the Clinical Excellence Awards. The Mean Bonus is being skewed by a small number of high value BAME+ bonus recipients, and the Median is being impacted by the larger White British population within this sample.
- People of Colour Pay Gap:** The Mean and Median Pay Gap are 2% and -1% respectively and are within acceptable tolerances. However, the reasons for the pay gap being so low is that a higher proportion of POC population occupy higher pay grades and job roles, compared to the White Population. The lack of POC in lower pay bands and manual/clerical roles has resulted in the average income being higher than it would be if there was an equal distribution of POC within the grades. As with the BAME+ Bonus Pay Gaps, the small number of POC who have received the Clinical Excellence Award is skewing the average income creating a Mean Pay Gap in favour

of POC, however this is having the opposite effect for the Median Pay Gap where a the small population size is pulling down the income value.

- **Disability Pay Gap:** The causes of the Disability Pay Gap is that there is a higher proportion of known disabled people in lower pay grades than the no known disability population, for example 8.8% of Grade 1 staff are disabled compared to 2.2% of Grade 10. Furthermore the small number of disabled staff (383 v 6642) and therefore smaller changes in the number and distribution of disabled staff within the pay grades is having a larger impact on the income levels resulting in the increase in the pay gap. The 0% bonus pay gaps is because no employees who received a bonus payment in 2021 had disclosed that they have a disability.
- **Sexuality Pay Gaps:** 32% of the Full Pay Relevant Population have not disclosed their sexual orientation to the University, therefore the data should be interpreted with caution. However, of those that have disclosed, the causes of the sexuality pay gap in favour of heterosexual employees is that a slightly higher proportion of LGBO staff occupy lower pay grades. The 0% bonus pay gaps is because no employees who received a bonus payment in 2021 had disclosed that they were LGBO.

Please read the full report for a detailed explanation of the pay gap calculations, their causes and action to reduce them.

3. Introduction

This report sets out the Statutory Gender Pay Gap Report for 2021 as per the requirements in the Equality Act 2010. In addition, the report includes the Ethnicity Pay Gap, People of Colour Pay Gap, Disability Pay Gap, and Sexual Orientation Pay Gap using the same calculation methodology and data sample.

The Statutory Pay Gap calculation includes all full pay relevant employees in March 2021, after Salary Sacrifice deductions (pensions, travel loans etc) have been made.

Ordinary Pay, which the mean and median is calculated from, is a calculation of the hourly income of an employee composed of their basic pay, allowances, shift premium pay, and any pay for piecework. Ordinary Pay is calculated from monies received in March 2021.

Bonus Pay is any form of money, vouchers, securities, securities options, or interests received by an employee which is awarded as a result of profit sharing arrangements, productivity, performance, incentives, or commission. Bonus Pay is calculated from monies received in the 12 months leading up to March 2021.

Where a pay gap number is a positive figure and **black**, this means that there is a pay gap in favour of baseline group e.g. men, where a number is a negative figure and **red**, this means that there is a pay gap in favour of the comparison group e.g. women. A green arrow indicates a positive change to reduce the pay gap, a red arrow indicates a negative change, and a black arrow indicates a change that is not deemed to be positive or negative.

Legislative background

The Equality Act 2010 defines that the protected characteristic of “sex” to mean being male or female. With reference to the term “gender” within Schedule 1. Gender Pay Gap Reporting of *The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017*, is a reference to a comparison between the male and female sex groups only. The Gender Pay Gap calculations within this report therefore are in accordance with the statutory requirements.

There is no legal duty or prescribed methodology for the calculation and reporting of a pay gap between other equality characteristics, and therefore the methodologies adopted within this report e.g. Disabled v No Known Disability has been formulated by the University of Liverpool.

4. COVID-19

In March 2020, in response to the COVID-19 Pandemic, the University moved the majority of teaching online and required non-essential staff to work from home. As the response to the pandemic developed, a number of actions were taken, which have impacted on the Statutory Pay Gap calculations for March 2021. Specifically:

- The majority of teaching remained online/hybrid resulting in a reduction in casual/zero hour student demonstrators.
- On campus commercial services remained closed and no on campus activities such as open days, careers fairs, conferences, or events took place, resulting in a reduction in casual/zero hour student staff.
- The majority of campus buildings remained closed unless required for ongoing research activity or ancillary support.
- Staff recruitment was initially halted, with the recruitment of posts being deferred or cancelled, affecting the overall staff numbers.
- Financial contingency planning resulted in Annual Review (Academic Promotion), and the Exceptional Performance Award (Bonus) being cancelled for autumn 2020.
- The NHS cancelled the annual Clinical Excellence Awards (Bonus) round.
- The University introduced an Enhanced Career Break Scheme, and an Annual Leave Purchase Scheme which potentially removed staff from being Full Pay Relevant, or which reduced their average hourly rate of pay.

The interplay of these various activities needs to be taken into consideration when reviewing and comparing the 2021 statutory pay gap.

Overall there was a 3.5% reduction on the Staff Post population size between 2020 and 2021, and a 4% reduction on the Full Pay Relevant population (FPR). Although these numbers appear relatively small, this included a 24% reduction of FPR Casual posts.

Table 6: Pay Gap Population Trend

	2017	2018	2019	2020	2021	Change 20 to 21
Total # Job Posts	7379	7359	8173	8020	7737	-3.5%
Full Pay Relevant	6817	7197	7509	7318	7025	-4.0%
Not Full Pay Relevant	562	162	664	702	712	+1.4%
% Not Full Pay Relevant	7.6%	2.2%	8.1%	8.8%	9.2%	

5. Statutory Gender Pay Gap

In this section we report the Statutory Gender Pay Gap. A positive **black** number means that there is a pay gap in favour of men, whereas a negative **red** number means that there is a pay gap in favour of women.

7025 (down from 7318) Full Pay Relevant Employees are included in the Statutory Gender Pay Gap calculation, of which 3904 (55.6%) are female, and 3121 (44.4%) are male.

Table 7: Statutory Gender Pay Gap Data

	2019	2020	2021	
# Women	4213	4040	3904	↓
# Men	3296	3278	3121	↓
% Women	56.1	55.2	55.6	↑
i. Mean	22.01	21.17	20.50	↓
ii. Median	15.49	16.18	14.23	↓
iii. Mean Bonus	79.10	68.35	39.74	↓
iv. Median Bonus	82.92	82.87	66.67	↓
% Female staff in receipt of bonus pay	2.04	1.27	0.19	↓
% of Male staff in receipt of bonus pay	2.02	2.10	1.35	↓
% bonus pay recipients who are Female	56.1	42.42	14.55	↓
% bonus pay recipients who are Male	43.9	57.58	85.45	↑
Quartile 1 % Female	69.38	68.84	70.01	↑
Quartile 2 % Female	64.31	62.40	61.10	↓
Quartile 3 % Female	50.03	48.77	49.72	↑
Quartile 4 % Female	40.70	40.79	41.46	↑

i. Proportion of Staff on Quartile Pay Bands

The proportion of male and female full pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands:

Table 8: Quartile Population

	2019		2020		2021	
	# Female	# Male	# Female	# Male	# Female	# Male
Q1 Lower	1303	575	1259	570	1230	527
Q2 Lower Middle	1207	670	1142	688	1073	683
Q3 Upper Middle	939	938	892	937	873	883
Q4 Upper	764	1113	747	1083	728	1028

Table 9: % Across Gender

	2019		2020		2021	
	Female ↕	Male ↕	Female ↕	Male ↕	Female ↕	Male ↕
Q1 Lower	30.93%	17.45%	31.16%	17.39%	31.51%	16.89%
Q2 Lower Middle	28.65%	20.33%	28.27%	20.99%	27.48%	21.88%
Q3 Upper Middle	22.29%	28.46%	22.08%	28.58%	22.36%	28.29%
Q4 Upper	18.13%	33.77%	18.49%	33.04%	18.65%	32.94%

Table 10: % within Quartile

	2019		2020		2021	
	Female ↔	Male ↔	Female ↔	Male ↔	Female ↔	Male ↔
Q1 Lower	69.38%	30.62%	68.84%	31.16%	70.01%	29.99%
Q2 Lower Middle	64.31%	35.69%	62.40%	37.60%	61.10%	38.90%
Q3 Upper Middle	50.03%	49.07%	48.77%	51.23%	49.72%	50.28%
Q4 Upper	40.70%	59.30%	40.82%	59.18%	41.46%	58.54%

5.1. What is the Cause of the Gender Pay Gap?

The most significant causes of the Gender Pay Gap at the University of Liverpool is the vertical segregation of men and women within the pay grades, and the horizontal segregation of men and women within the job groups.

Observations about pay grade distribution:

- Women make up the majority of staff on Grades 1 to 7, and men Grades 8 to 10.
- 40.2% of female staff are on Grades 1-5 compared to 22.7% of male staff. This means that the average and median hourly income points will be lower for women.
- 11.1% of women are on Grades 9 and 10 compared to 23% of male staff, which means the average and median hourly income points will be higher for men.

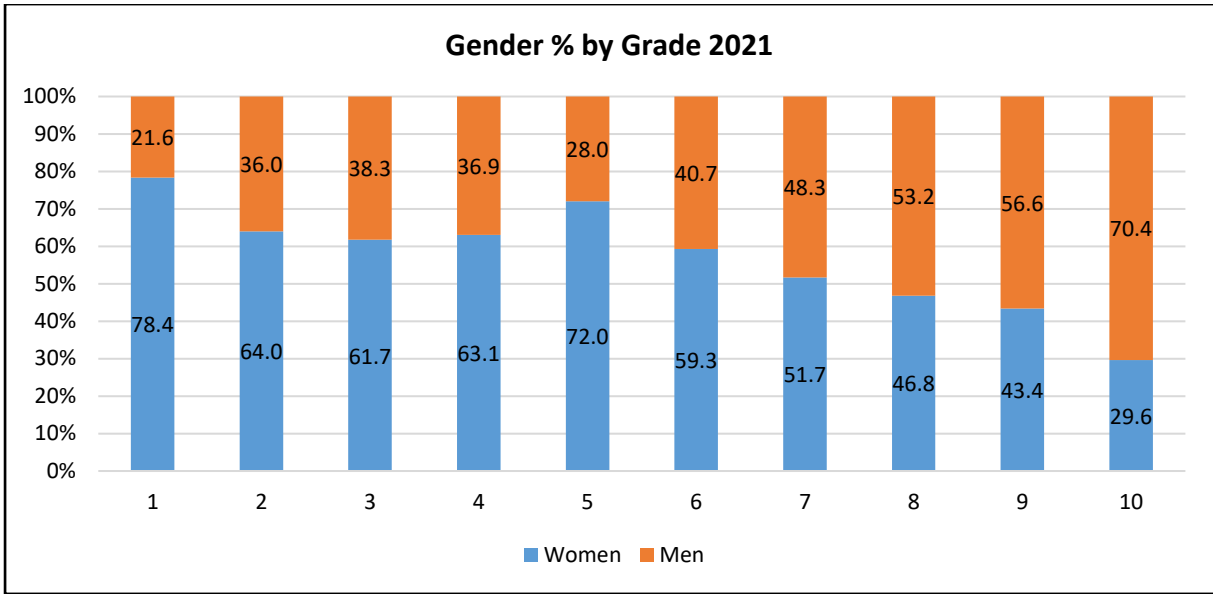


Figure 1: Gender % by Grade 2021

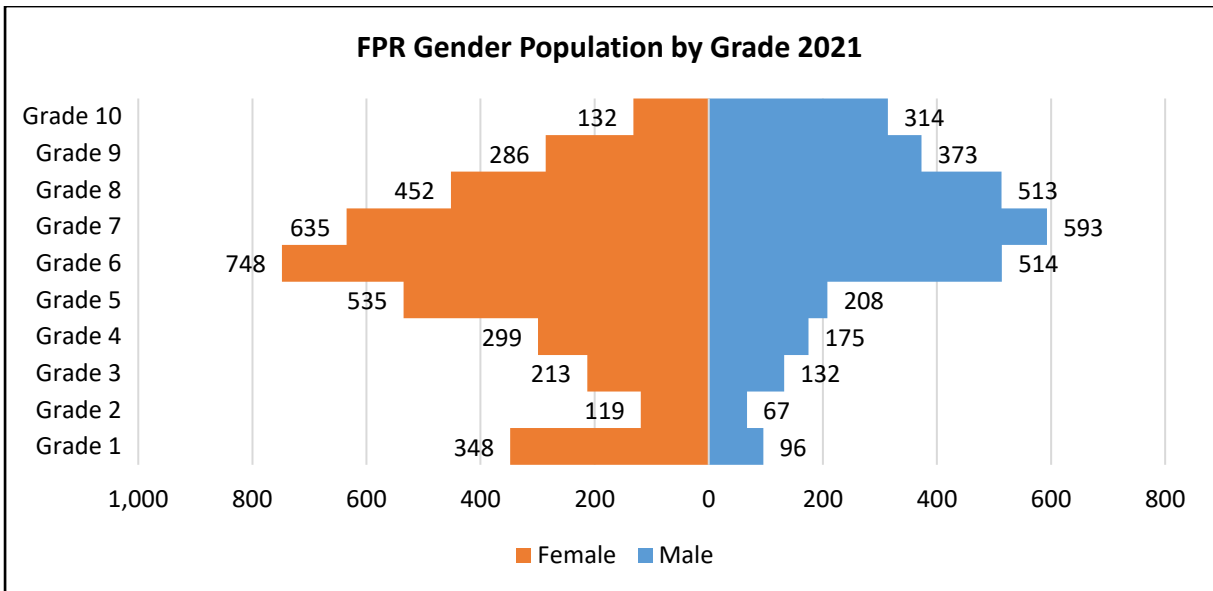


Figure 2: FPR Gender Population by Grade 2021

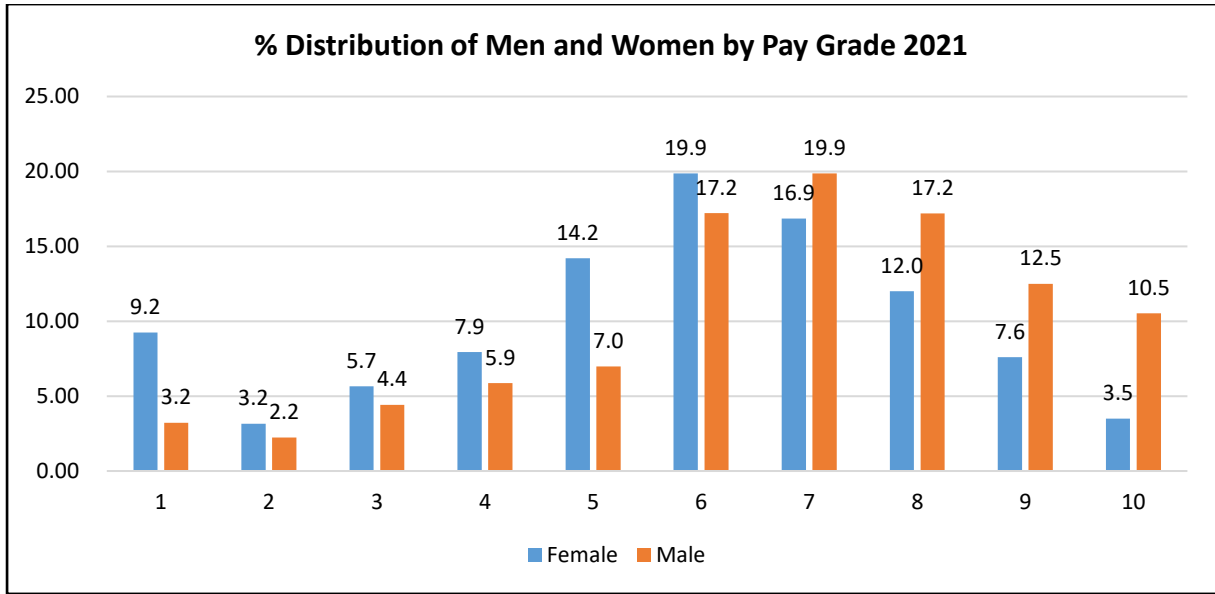


Figure 3: % Distribution of Men and Women by Pay Grade 2021

Observations about Job Group distribution:

- Women make up the majority of staff in 9 of the 14 Job Group categories, however, this includes the lower grade roles of Casual, Clerical, and Manual.
- Men make up the majority in Academic roles, including Research, Teaching & Research, and Clinical roles, which are the higher pay grades.
- 36% of female staff hold an Academic post, compared to 57% of male staff, meaning 64% of female staff work in professional services compared to 43% of male staff.
- More women work in a Clerical role than men work in Clerical, PMSA, and Manual roles combined.

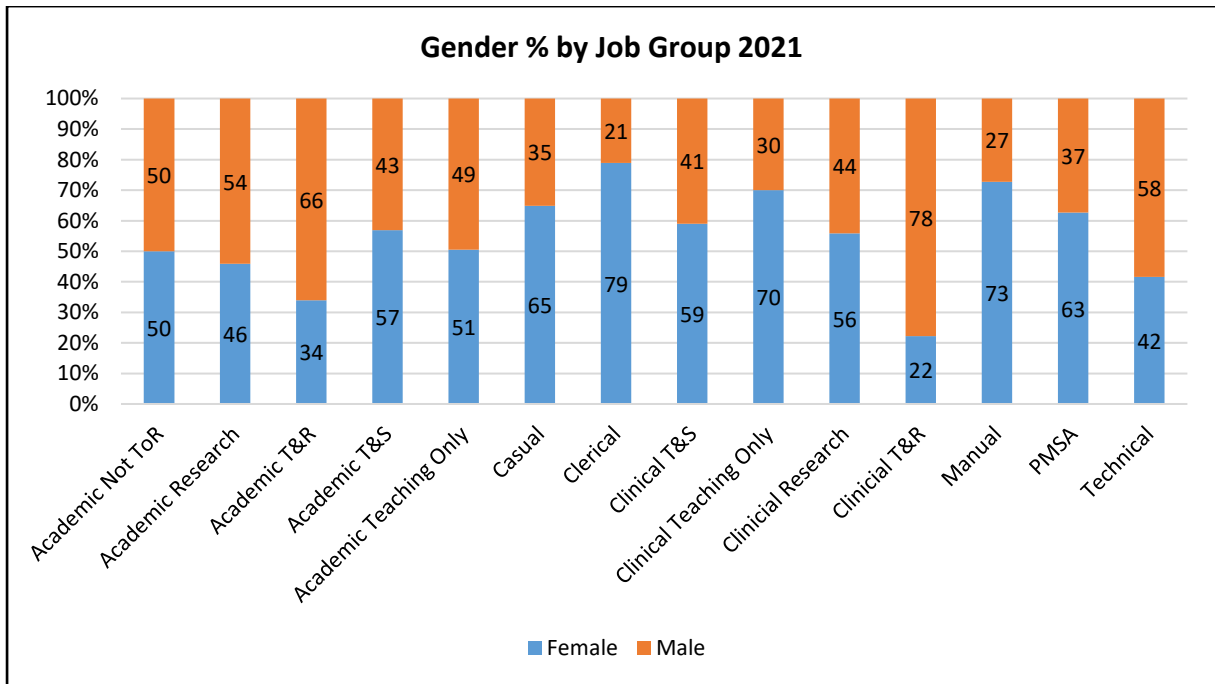


Figure 4: Gender % by Job Group 2021

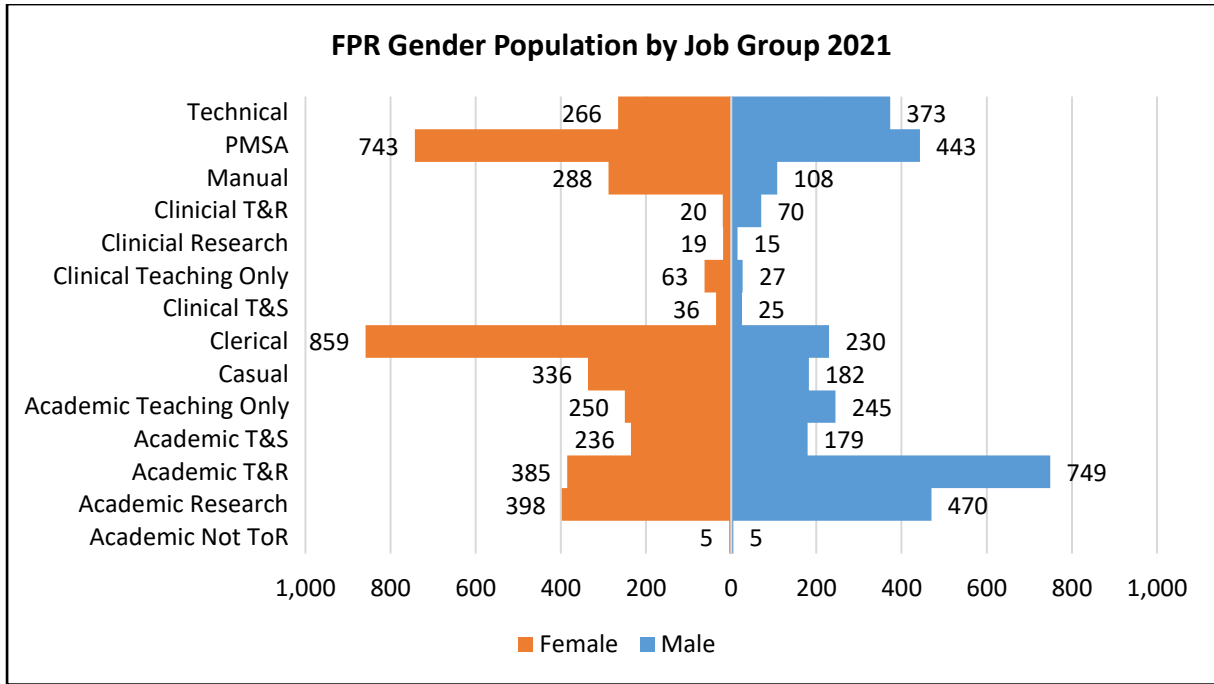


Figure 5: FPR Gender Population by Job Group 2021

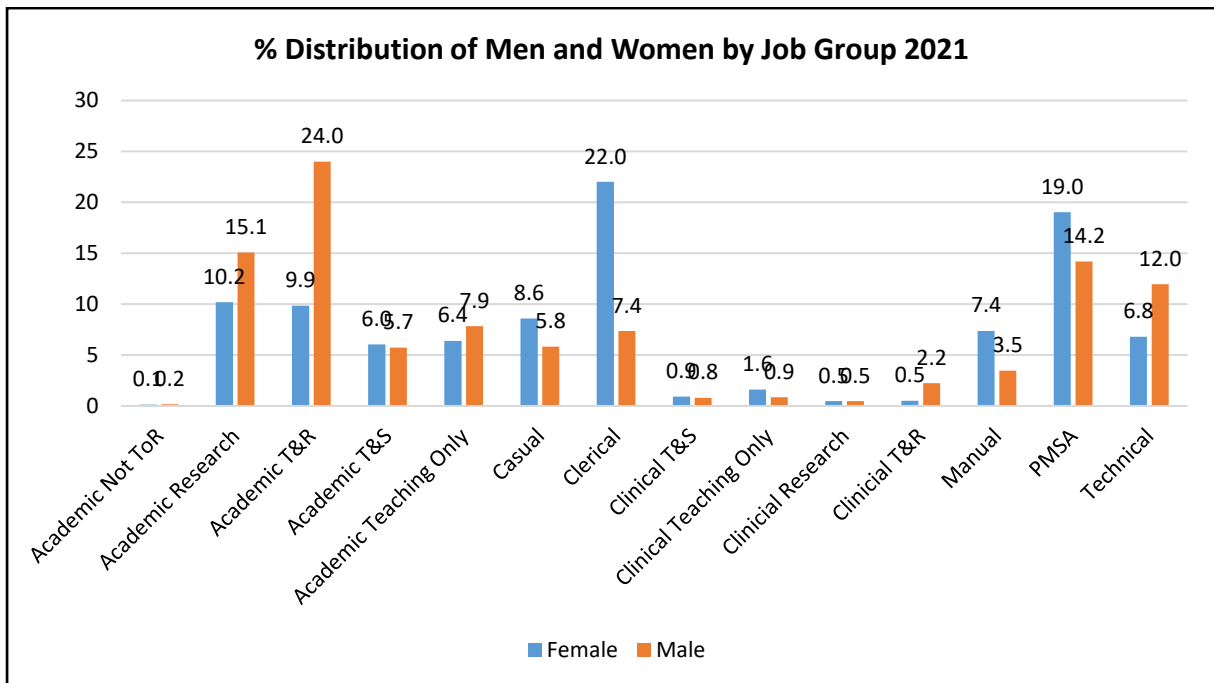


Figure 6: % Distribution of Men and Women by Job Group 2021

The combination of these factors, along with others such as high or lower take up of salary sacrifice scheme, pensions, and benefit policies is resulting in the average and median hourly incomes of the female population to be lower than that of the male population.

5.2. What has Caused the Decrease in the Pay Gaps?

The mean gender pay gap decreased from 21.17% in 2020 to 20.5% in 2021 whereas the median gender pay gap decreased from 16.18% to 14.23%. This represented a 3.3% and 13.7% drop respectively.

The mean hourly income of women increased by 2.6% to £19.50/hr, compared to a lower 1.8% increase for men to £24.53/hr. The median hourly income of women increased by 2.3% to £17.12/hr whereas the male hourly income remained the same at £19.96/hr.

This has been caused by a combination of the following:

- There were 136 fewer female staff in total, although each job group lost/gained different numbers of staff. In particular there were 97 fewer female Casual staff in 2021 (29%↓); and there were 149 (43%↓) fewer Grade 1 female staff in 2021.
- Although small in size compared to other job groups, the number of women increased for Clinical Research and Clinical T&S/Teaching.
- Although the number of women dropped on all grades except 3, 6 and 8, the way that the population changed resulted in the distribution of women increasing in Grades 3, 6, and more significantly 8, 9 and 10.

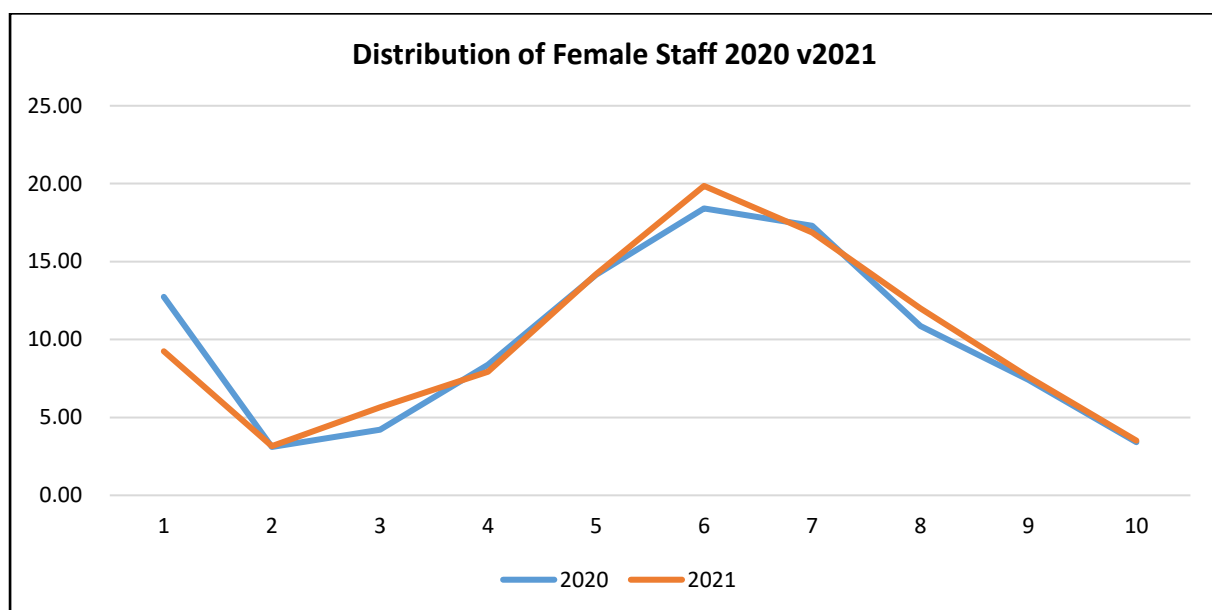


Figure 7: Distribution of Female Staff 2020 v 2021

By comparison:

- There were 157 fewer male staff in total, and all grades saw a drop in the number of men except Grades 3 and 8.
- The number of men decreased on all job groups except for PMSA, including 72 (40%↓) fewer Casual, and 29 (8%↓) fewer Technical staff. At grade level, this included 24 fewer Grade 9 and 14 fewer Grade 10 male staff.
- The number of men decreased for all Clinical job roles, including 9 (60%↓) fewer Clinical Research staff.

- These small changes resulted in an increase in the proportion of male staff in Grades 3, 7 and 8 which has had the result of dampening the hourly pay rate increase.

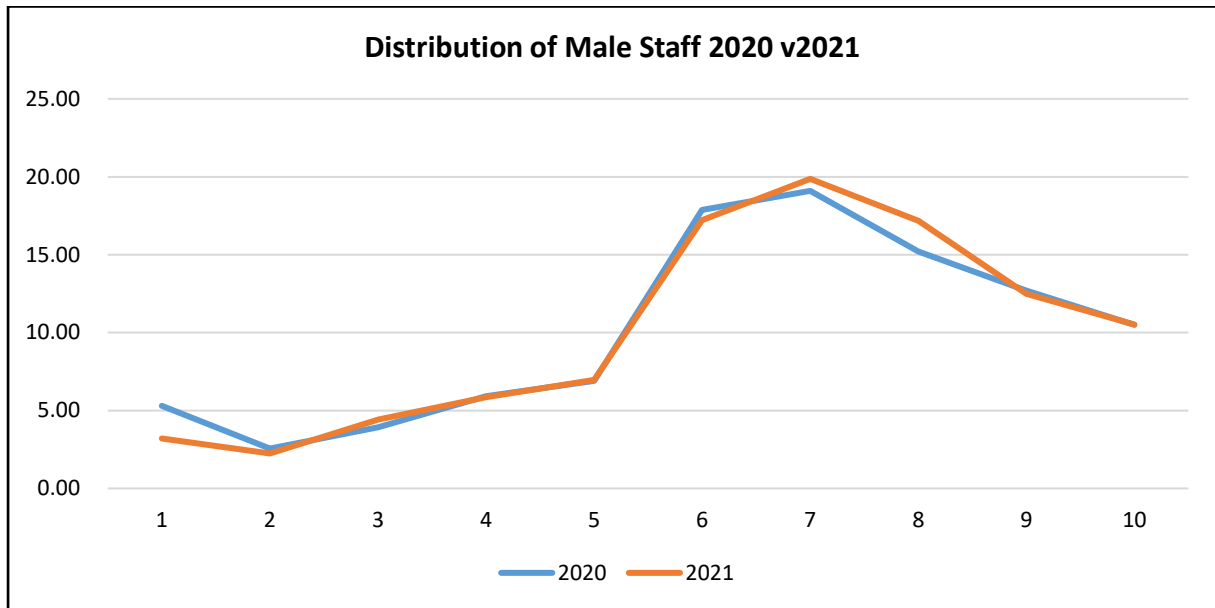


Figure 8: Distribution of Female Staff 2020 v2021

The combination of these factors has been sufficient enough to reduce the mean, and in particular the median gender pay gaps.

5.3. Understanding Bonus Pay

Bonus Pay is defined as any form of money, vouchers, securities, securities options, or interests received by an employee which is awarded as a result of profit sharing arrangements, productivity, performance, incentives, or commission.

It includes all forms of bonus received in the 12 month period prior to the statutory snap shot date (1st April 2020 to 31st March 2021).

The University has 3 categories of bonus which are included in this analysis:

- 1) A contractual bonus
- 2) An Exceptional Performance Award (EPA)
- 3) A Clinical Excellence Award (CEA).

The Exceptional Performance Award is a one off payment of £1500. The Clinical Excellence Awards are a NHS reward programme which range from £3k to £77k per year. CEA are paid via the University's payroll from the NHS which is why they are included within the University's pay calculation.

Due to COVID-19, the Exceptional Performance Award did not take place in winter 2020. The majority of EPAs are awarded to female professional services members of staff, and as such, their absence from the calculation has significantly affected the mean and median bonus pay rates and pay gaps.

Although the Clinical Excellence Awards application round also did not take place in 2021, staff who had received this bonus in the previous round continued to receive their monthly payments within the 12 month period.

Table 11: Bonus Pay Trend

	2019	2020	2021
EAP	99	69	0
CEA	56	57	52
Contractual	9	6	3
Total	164	123	55

	2019	2020	2021
EAP	60.4%	52.3%	0%
CEA	34.2%	43.2%	94.5%
Contractual	5.5%	4.6%	5.5%

- **Clinical Excellence Awards**

A larger proportion of men receive the CEA than women, and men generally are awarded a higher valued CEA. The smaller number of women means that small variations in an individual's reward will have a larger impact on the pay gap. The largest CEA payment for a woman was £47,582.04 compared to £77,319.96 for a man.

Table 12: Bonus Pay Gaps for those in Receipt of CEA Only

	# Female	# Male	i. Mean Bonus Pay Gender Pay Gap	ii. Median Bonus Pay Gender Pay Gap
2019	11	44	45.0%	70.8%
2020	10	46	32.3%	58.3%
2021	8	44	42.8%	66.7%

The mean and median annual value of the CEA is:

Table 13: Mean and Median Annual Clinical Excellence Awards Pay

	Mean Annual CEA Bonus Pay		Median Annual CEA Bonus Rate	
	Male	Female	Male	Female
2019	£30,265	£16,632	£36,192	£10,556
2020	£31,065	£21,045	£36,192	£15,080
2021	£34,109	£19,520	£36,192	£12,064

However, if we omit the CEA from the Bonus calculation, the pay gaps would be 0% Mean and 0% Median Bonus Pay Gaps.

5.4. Sector Comparison

It is not possible to compare the 2021 gender pay gap within the sector because the publication deadline of this data is not until March 2022. However, below is reported the 2020 Gender Pay Gap Comparison with the North West Universities and the Russell Group (excluding Scotland and Northern Ireland):

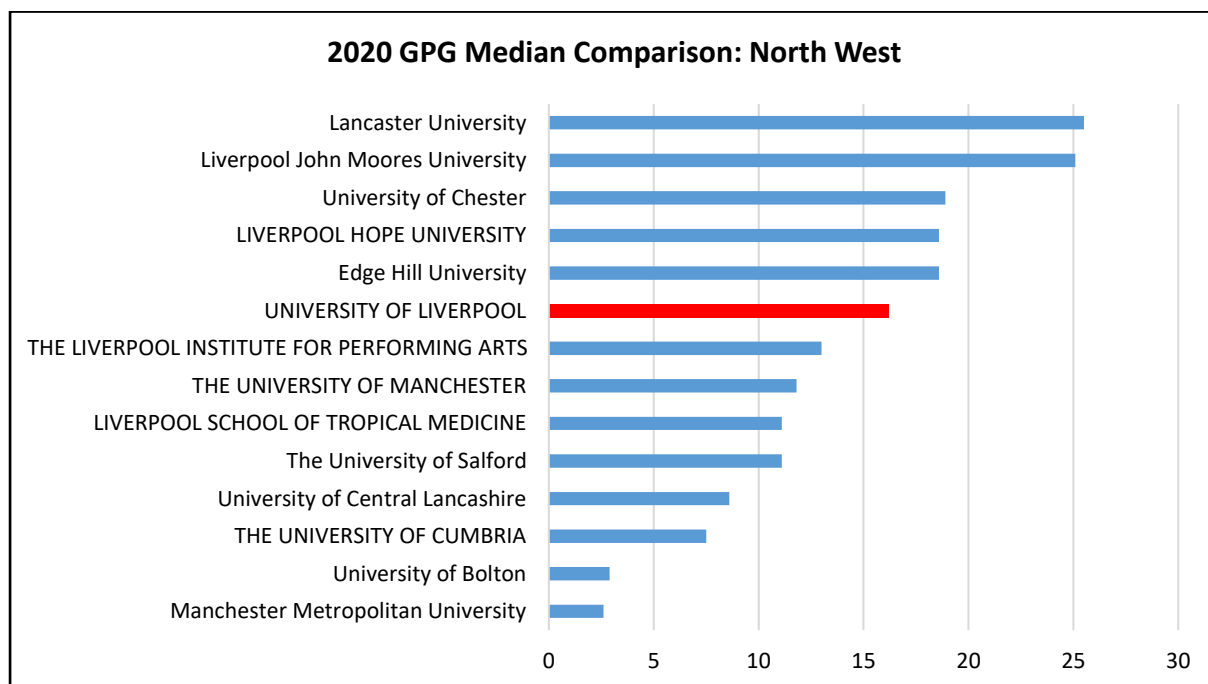


Figure 9: 2020 GPG Median Comparison: North West Universities

The University's median pay gap remains relatively high compared to other Universities.

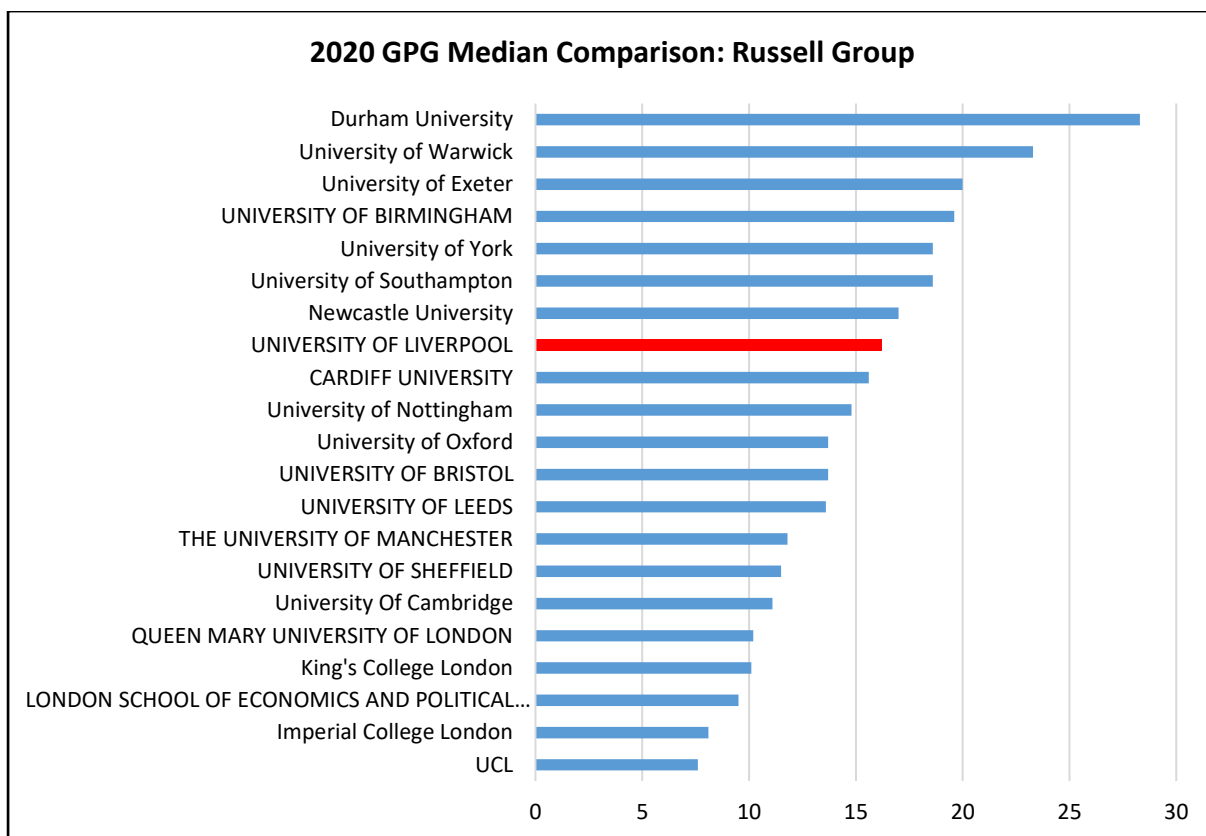


Figure 10: 2020 GPG Median Comparison: Russell Group

5.5. Action to Address the Gender Pay Gap

The following activities took place in 2019/20 that contribute to our activities to address the gender pay gap:

- **Aurora Women in Leadership:** AdvanceHE modified its delivery of this course to an online/hybrid model. 20 women participated in the 2019/20 cohort and 13 women began the 2020/21 programme.
- **Athena Swan Awards:** Work continued on implementing and applying for Athena Swan Awards. In 2020/21 the Faculty of Health & Life Sciences was collectively awarded a Silver Award in response to the restructure.
- **Recruitment Website:** New “Colleague Stories” were published on the external Jobs webpages, including 7 profiles of female staff from across the organisation. The @LivUniJobs Twitter began an ongoing campaign of promoting and celebrating the University’s benefits, such as family friendly policies, as well as sharing the colleague profiles.
- **“Do what you can”:** In response to COVID-19 the University adopted a “do what you can” approach to work commitments, in particular for those members of staff home schooling and looking after children.
- **Work your way:** In June 2020 the University launched a number of enhanced flexible working options. These were:

- **Annual Leave Purchase Scheme:** The University piloted an Annual Leave buy-back scheme enabling staff to purchase up to 10 additional days of annual leave per year. This pilot was made a permanent entitlement in 2021.
- **Flexible Working Opportunities:** The University offered staff the opportunity to adopt permanent or temporary flexible working options, including compressed, term-time, and travel friendly hours.
- **Flexible Retirement:** The University promoted the Flexible Retirement option for staff aged 55 and over.
- **Enhanced 'Career Break' Opportunities:** The University introduced new career break options ranging from 13 weeks to 52 weeks where staff would receive part payment.
- **Heilbron Programme:** In May 2020 the University ran its first internal Heilbron Leadership Programme (named after Judge Rose Heilbron). In this cohort 15/19 (79%) were women.
- **Project RISE:** The Research in an Inclusive and Sustainable Environment (RISE) project was one of the responses being undertaken by the University to the COVID-19 pandemic. Its aim was to review and make improvements to the University's research environment.
- **Report & Support:** In October 2020 the University introduced a new online Report and Support tool, through which staff could seek advice on incidents of harassment, sexual harassment, and sexual misconduct.

6. Ethnicity Pay Gap

For the purposes of this report the term BAME+ refers to all ethnic groups excluding White British. The term 'People of Colour' (PoC) refers to all ethnic groups with the exception of the 'White' category which includes White British, White Irish, White Other, and Gypsy/Traveller.

440 (6.3%) full pay relevant employees had an Unknown/Decline ethnicity and are therefore excluded from the calculation.

6.1. BAME+ Pay Gap

A positive **black** number, means that there is a pay gap in favour of the White British group, whereas a negative **red** number means that there is a pay gap in favour of the BAME group.

Of the 6585 full pay relevant employees included in the calculation, 27.52% were BAME+ and 72.48% were White British:

Table 14: BAME+ Pay Gap

	2019	2020	2021	
# BAME+	1876	1821	1812	↓
# White British	5331	5131	4773	↓
# Unknown	302	366	440	↑
% BAME+	24.98	24.88	25.92	↑
% BAME+ of Known	26.03	26.19	27.52	↑
% Unknown Ethnicity	4.02	5.00	6.26	↑
i. Mean	-12.40	-13.23	-10.86	↓
ii. Median	-12.34	-14.57	-12.49	↓
iii. Mean Bonus	-121.15	-118.81	-4.06	↓
iv. Median Bonus	-382.56	-704.27	45.70	↑
% BAME+ staff in receipt of bonus pay	1.55	1.23	0.93	↓
% of WB staff in receipt of bonus pay	2.35	1.92	0.69	↓
% bonus pay recipients who are BAME+	18.90	18.60	33.96	↑
% bonus pay recipients who are WB	81.10	81.40	66.04	↓
Quartile 1 % BAME+	18.70	16.80	17.76	↑
Quartile 2 % BAME+	18.54	20.43	23.21	↑
Quartile 3 % BAME+	35.46	35.21	34.63	↓
Quartile 4 % BAME+	31.43	32.34	33.48	↑

i. Proportion of Staff on Quartile Pay Bands

Table 15: Quartile Population

	2019		2020		2021	
	# BAME+	# WB	# BAME+	# WB	# BAME+	# WB
Q1 Lower	337	1465	292	1446	309	1338
Q2 Lower Middle	334	1468	355	1382	382	1264
Q3 Upper Middle	639	1163	612	1126	570	1076
Q4 Upper	566	1235	562	1176	551	1095

Table 16: % Across Ethnic Groups

	2019		2020		2021	
	BAME+ ↕	WB ↕	BAME+ ↕	WB ↕	BAME+ ↕	WB ↕
Q1 Lower	17.96%	27.48%	16.04%	28.19%	17.05%	28.03%
Q2 Lower Middle	17.80%	27.54%	19.49%	26.94%	21.08%	26.48%
Q3 Upper Middle	34.06%	21.82%	33.61%	21.95%	31.46%	22.54%
Q4 Upper	30.17%	23.17%	30.86%	22.92%	30.41%	22.94%

Table 17: % within Quartile (25% of All Staff are BAME)

	2019		2020		2021	
	BAME+ ↔	WB ↔	BAME+ ↔	WB ↔	BAME+ ↔	WB ↔
Q1 Lower	18.70%	81.30%	16.80%	83.20%	18.76%	81.24%
Q2 Lower Middle	18.53%	81.47%	20.44%	79.56%	23.21%	76.79%
Q3 Upper Middle	35.46%	64.54%	35.21%	64.79%	34.63%	65.37%
Q4 Upper	31.43%	68.57%	32.34%	67.66%	33.48%	66.52%

6.1.1. What is the Cause of the BAME+ Pay Gap?

The most significant causes of the BAME+ pay gap at the University of Liverpool is the significant proportion of BAME+ staff who occupy Academic and Clinical roles in comparison to the White British population.

Observations about pay grade distribution:

- White British staff make up the majority of staff on all pay grades, however, BAME+ staff are far more likely to be on a higher pay grade.
- 19.6% of BAME+ staff are on Grades 1-5 compared to 37.8% of White British staff.

- 80.4% of BAME staff are on Grades 6-10 compared to 62.2% of White British staff.
- 21.9% of BAME staff are on Grades 9 and 10 compared to 14.4% of White British staff.
- The higher pay grades for BAME+ staff means that they will have a higher average and median hourly income points compared to White British staff.

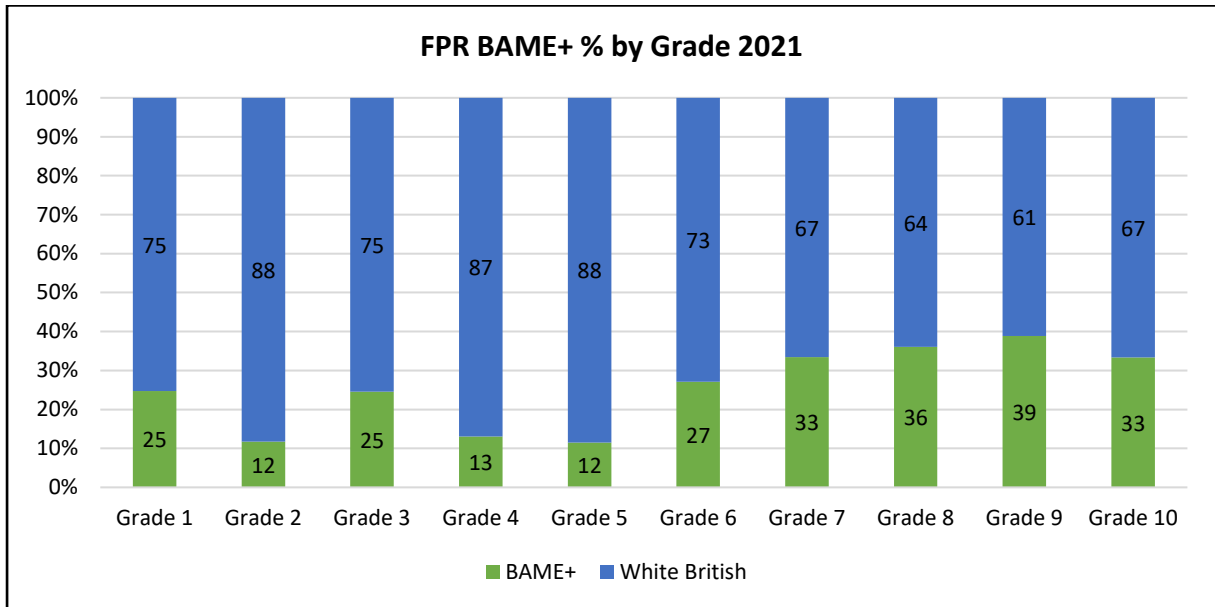


Figure 11: FPR BAME+ % by Grade 2021

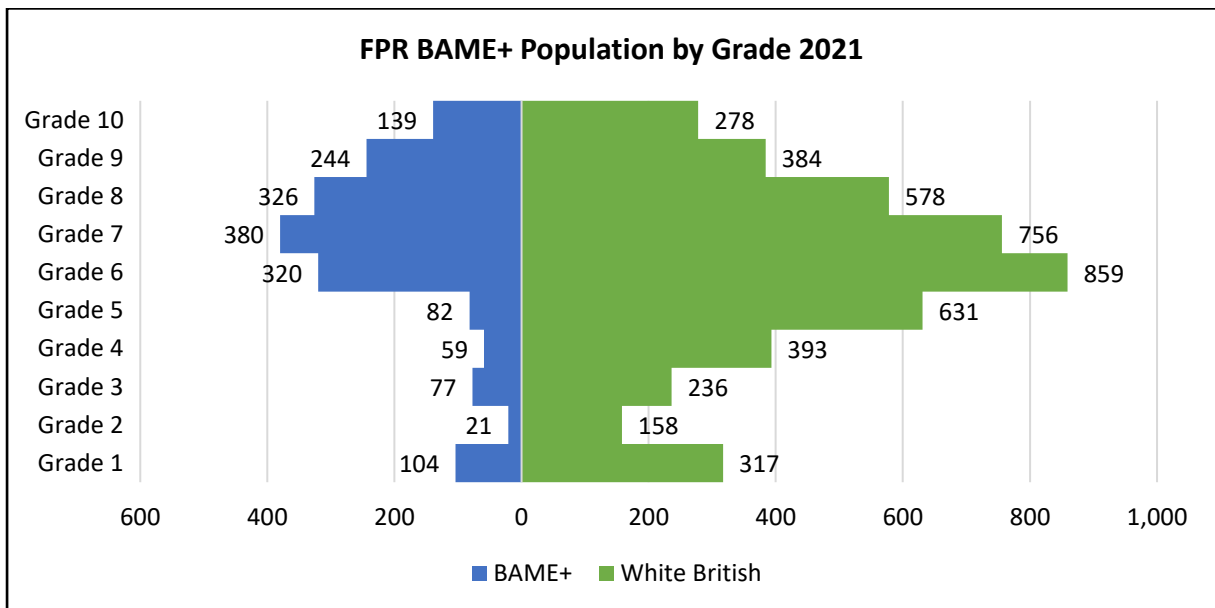


Figure 12: FPR BAME+ Population by Grade 2021

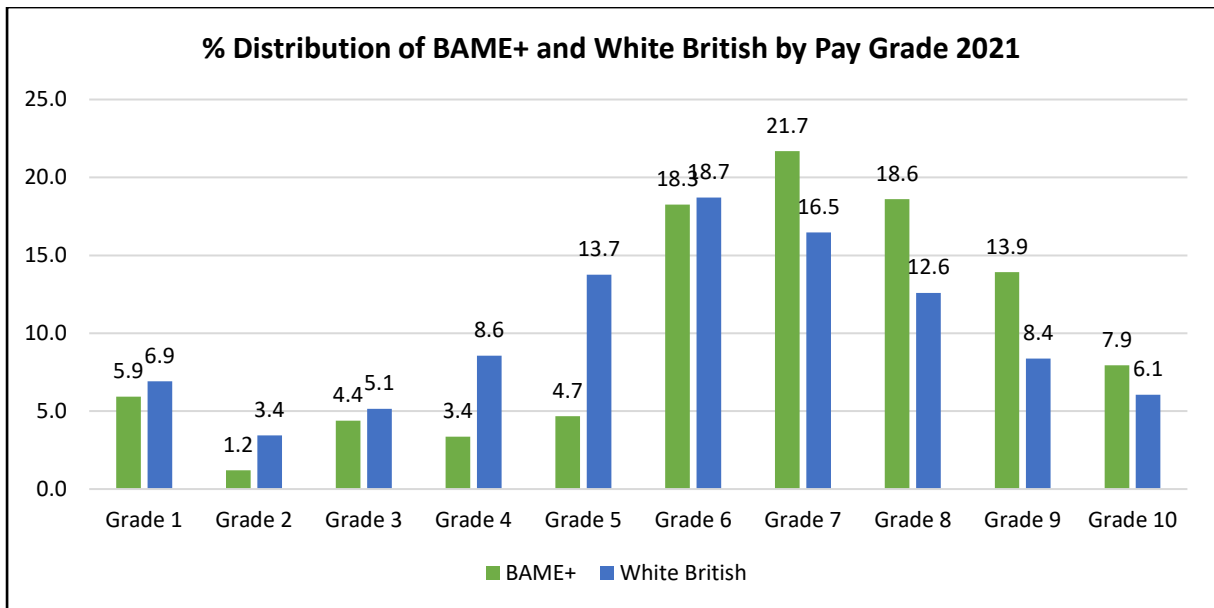


Figure 13: % Distribution of BAME+ and White British by Pay Grade 2021

Observations about Job Group distribution:

- White British staff make up the majority of staff in all Job Group categories, including over 80% of Clerical, Manual, PMSA and Technical roles.
- Although BAME+ staff do not make up a majority of any job group, they do make up 46.5% and 49.6% of Research and Teaching & Research respectively.
- 67.8% of BAME+ staff hold an Academic role (Research, Teaching & Research, Teaching & Scholarship and Clinical roles), which on are the higher pay grades; compared to just 35.8% of White British staff.

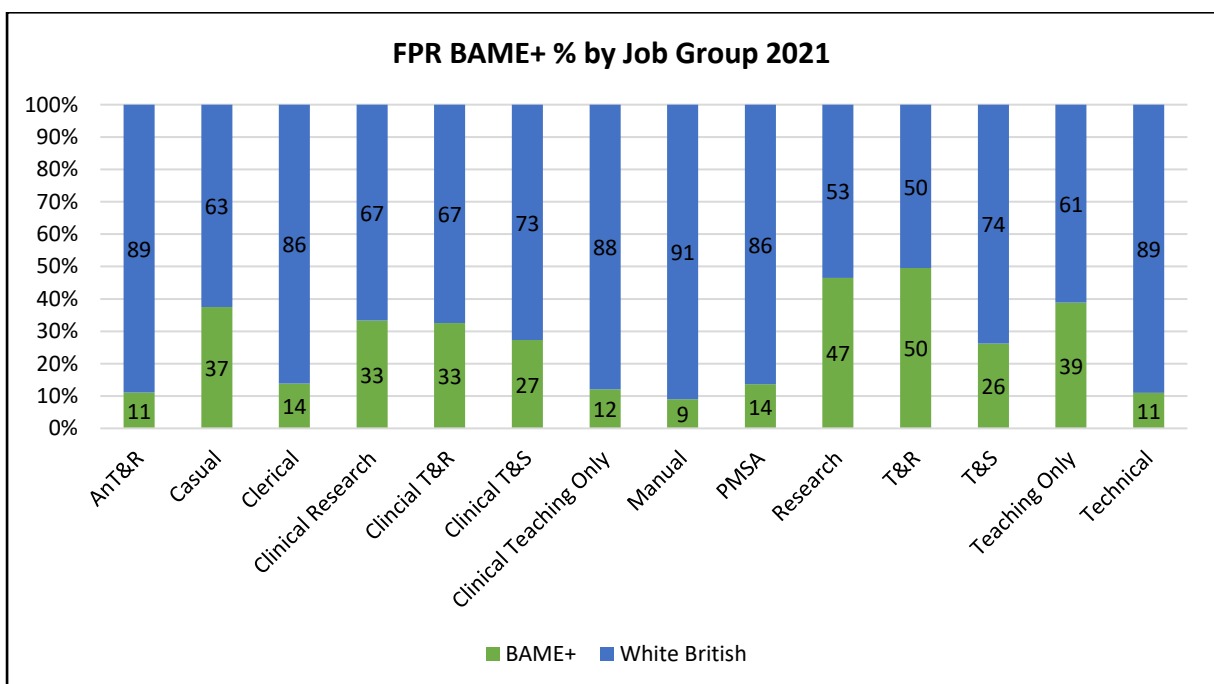


Figure 14: % Distribution of BAME+ and White British by Pay Grade 2021

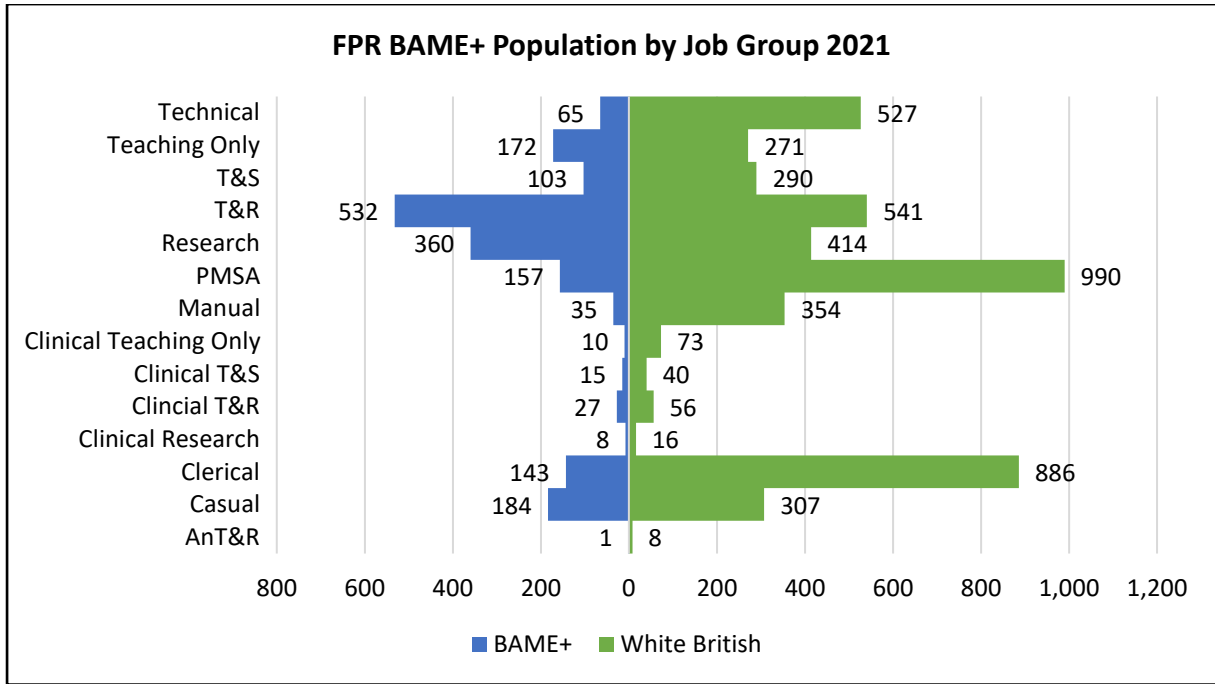


Figure 15: FPR BAME+ Population by Job Group 2021

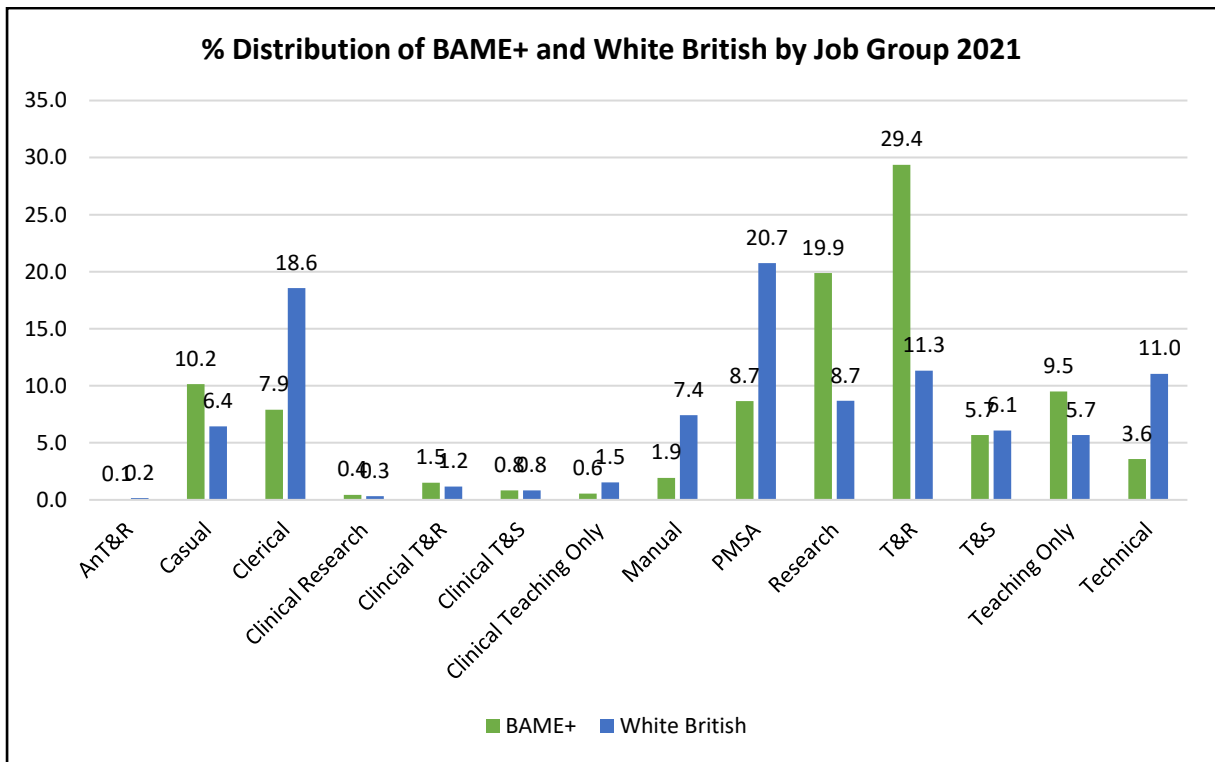


Figure 16: % Distribution of BAME+ and White British by Job Group 2021

BAME+ staff are more likely to be in a higher paid academic role which means that this group has a higher mean and median hourly pay rate compared to the White British cohort, which is the cause of the pay gap.

6.1.2. What has Caused the Decrease in the Pay Gaps?

The mean BAME+ pay gap decreased from **-13.23%** in 2020 to **-10.86%** in 2021, and the median BAME+ pay gap decreased from **-14.57%** to **-12.49%**. This represented a 21.8% and 16.7% drop respectively.

The mean hourly income of BAME+ staff increased by 0.5% to £23.31/hr, compared to a higher 2.5% increase for White British staff to £21.02/hr. The median hourly income of BAME+ staff increased by 1.1% to £19.96/hr compared to a higher 2.9% increase for White British staff to £17.74/hr.

This has been caused by a combination of the following:

- There were 29 fewer BAME+ staff in total, although each job group lost/gained different numbers of staff. In particular there were 44 fewer BAME+ Casual staff in 2021 (23.9%↓), 21 (4%↓) fewer Teaching & Research, and 13 (5% ↓) fewer Clinical staff compared to 2020.
- The proportion of BAME+ staff decreased on Grades 7, 9 and 10, whereas the proportion of White British staff increased on these grades as a result of the drop in Grade 1 Casual/Manual posts.

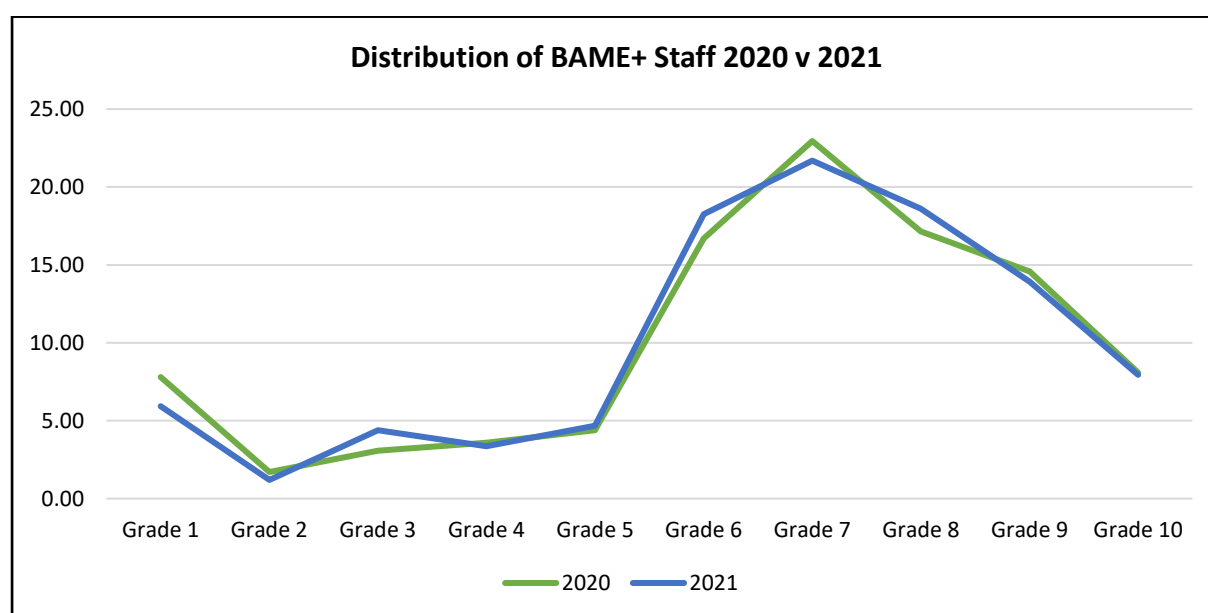


Figure 17: Distribution of BAME+ Staff 2020 v 2021

By comparison:

- There were 358 fewer White British staff in total, and all grades saw a drop in the number except Grades 3 and 8.
- The number of White British staff decreased on all job groups, including 140 (46%↓) fewer Casual, and 94 (11%↓) fewer Clerical staff. At grade level, this included 199 fewer Grade 1, and 111 fewer Grades 4-6 roles.

- The relatively large decrease in the lower pay grades compared to the higher pay grades for White British (and increase in Grade 8), is the cause of the increase in the hourly income rate.

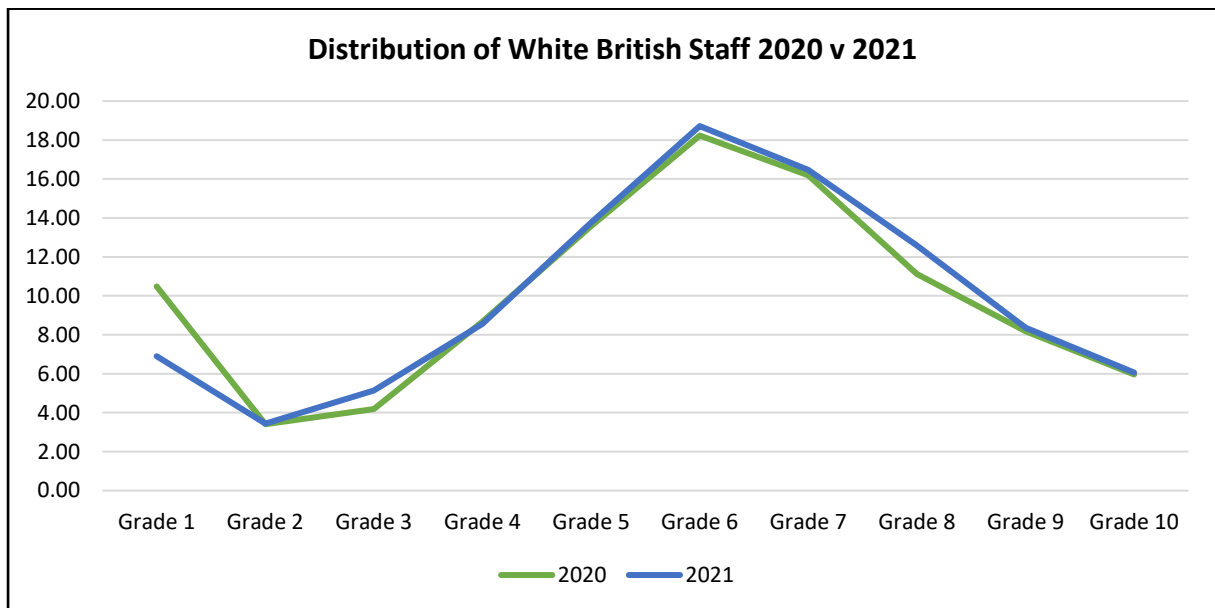


Figure 18: Distribution of White British Staff 2020 v 2021

The combination of these factors has been sufficient enough to reduce the mean and median BAME+ gender pay gaps. The pay gap in favour of the BAME+ cohort remains because of the higher proportion of BAME+ staff holding higher paid academic roles.

6.1.3. Understanding Bonus Pay

The mean bonus BAME+ pay gap reduced from **-118.8%** in 2020 to **-4.06%** in 2021, and the median bonus BAME+ pay gap reduced from **-704.3%** in 2020 to **45.7%** in 2021.

27.7% of the eligible bonus pay population is BAME+, however, 34% of staff who received a bonus in 2021 were BAME+. Whereas, in 2020, 25.9% of the eligible bonus pay population was BAME+, but only 18.6% of bonus pay recipients were BAME+. This is because the Exceptional Performance Awards did not take place in 2021, where the majority of recipients are White British, professional services staff.

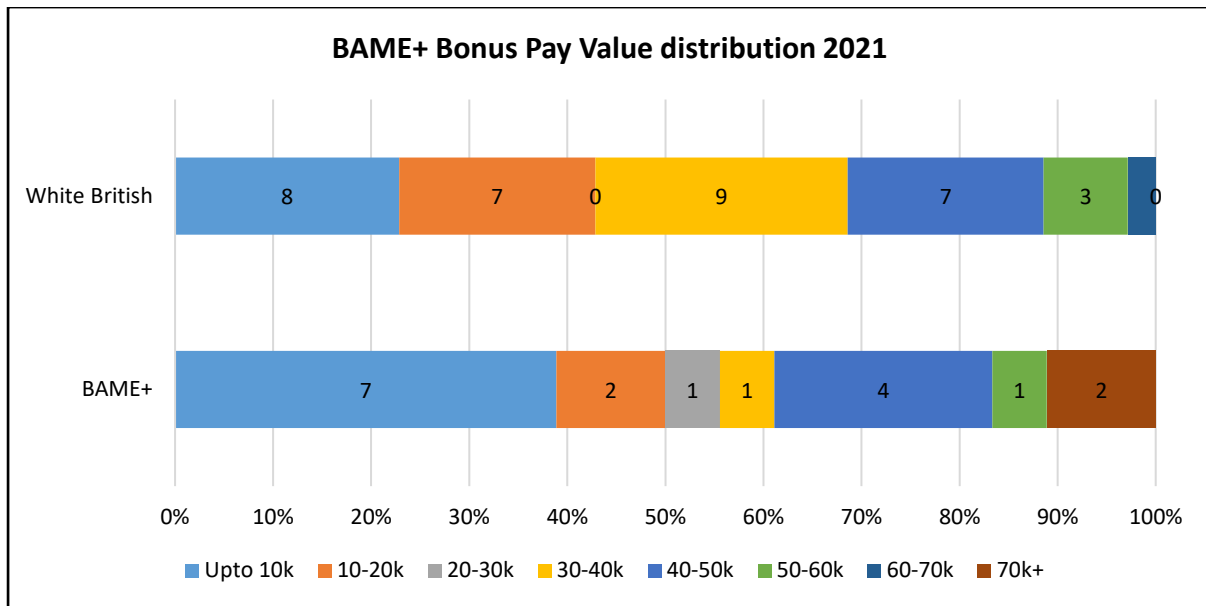


Figure 19: BAME+ Bonus Pay Value distribution 2021

In 2020 the average bonus income for White British recipients was £11,308 compared to £29,636 in 2021. This is caused by remaining recipients receiving either the Clinical Excellence Award (CEA) or a contractual bonus payment.

In comparison, in 2020, the average bonus income for BAME+ was £24,742 compared to £30,838 in 2021. The higher value, caused by a small number of BAME+ recipients receiving the highest bonus pay, and no White British receiving this value, is the cause of the continuing pay gap in favour of the BAME+ cohort.

In 2020 the median bonus income for White British recipients was £1,500, the value of the Exceptional Performance Award; whereas in 2021 it was £36,192.

In comparison, in 2020, the median bonus income for BAME+ was £12,064 compared to £19,653 in 2021. With a higher proportion of BAME+ bonus pay recipients receiving the CEA in 2020, the lack of the EPA in 2021 has had a smaller impact on the pay level. With a larger proportion of BAME+ bonus recipients receiving a lower value award in 2021 compared to the White British cohort, this has resulted in a median pay gap in favour of White British for the first time.

6.2. People of Colour Pay Gap

A positive **black** number means that there is a pay gap in favour of the White group, whereas a negative **red** number means that there is a pay gap in favour of the People of Colour group. The White group includes White British, White Irish, White Other, and Gypsy/Traveller. The People of Colour group includes Black, Asian, Mixed, and Other Minority Ethnic groups.

Of the 6585 full pay relevant employees included in the calculation, 13.4% were PoC and 86.6% were White:

Table 18: Statutory People of Colour Pay Gap Data

	2019	2020	2021	
# POC	865	808	844	↑
# White	6342	6144	5741	↓
# Unknown	302	366	440	↑
% POC	11.52	11.04	12.49	↑
% POC of Known	12.00	11.62	13.37	↑
% <i>Unknown Ethnicity</i>	4.02	5.00	6.26	↑
i. Mean	4.20	1.26	2.21	↑
ii. Median	-0.53	-0.83	-1.12	↑
iii. Mean Bonus	-123.60	-84.40	-11.38	↓
iv. Median Bonus	-503.20	-503.21	58.33	↓
% POC staff in receipt of bonus pay	1.29	1.25	0.99	↓
% of White staff in receipt of bonus pay	1.93	1.81	0.72	↓
% bonus pay recipients who are POC	7.40	8.53	16.98	↑
% bonus pay recipients who are White	92.60	91.47	83.02	↓
Quartile 1 % POC	13.15	11.45	12.51	↑
Quartile 2 % POC	8.94	9.32	11.30	↑
Quartile 3 % POC	15.82	15.25	15.92	↑
Quartile 4 % POC	10.12	10.47	11.54	↑

i. Proportion of Staff on Quartile Pay Bands

The proportion of PoC and White full pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands:

Table 19: Quartile Population

	2019		2020		2021	
	# POC	# White	# POC	# White	# POC	# White
Q1 Lower	237	1565	199	1539	206	1441
Q2 Lower Middle	161	1641	162	1576	186	1460
Q3 Upper Middle	285	1517	265	1472	262	1384
Q4 Upper	182	1619	182	1556	190	1456

Table 20: % Across Ethnic Group

	2019		2020		2021	
	POC ↕	White ↕	POC ↕	White ↕	POC ↕	White ↕
Q1 Lower	27.40%	24.68%	24.63%	25.05%	24.41%	25.10%
Q2 Lower Middle	18.61%	25.88%	20.05%	25.66%	22.04%	25.43%
Q3 Upper Middle	32.95%	23.92%	32.80%	23.96%	31.04%	24.11%
Q4 Upper	21.04%	25.53%	22.52%	25.33%	22.51%	25.36%

Table 21: % within Quartile (13.4% of Staff are PoC)

	2019		2020		2021	
	POC ↔	White ↔	POC ↔	White ↔	POC ↔	White ↔
Q1 Lower	13.15%	86.85%	11.45%	88.55%	12.51%	87.49%
Q2 Lower Middle	8.94%	91.06%	9.32%	90.68%	11.30%	88.70%
Q3 Upper Middle	15.82%	84.18%	15.26%	84.74%	15.92%	84.08%
Q4 Upper	10.12%	89.88%	10.47%	89.53%	11.54%	88.46%

6.2.1. What is the Cause of the POC Pay Gap?

There is a mean pay gap in favour of the White cohort, and a median pay gap in favour of the POC cohort. The most significant causes of the Median POC Pay Gap is the slightly higher proportion of POC staff who occupy Academic and Clinical roles, in comparison to the White population.

Observations about pay grade distribution:

- White staff make up the majority of staff on all pay grades, however, a slightly higher proportion of POC staff are more likely to be on a higher pay grade.
- 27.7% of POC staff are on Grades 1-5 compared to 33.5% of White staff.
- 72.3% of POC staff are on Grades 6-10 compared to 66.5% of White staff.
- However, only 13.5% of POC staff are on Grades 9 and 10 compared to 16.9% of White staff.
- The higher pay grades for POC staff means that they will have a higher median hourly income compared to White staff.

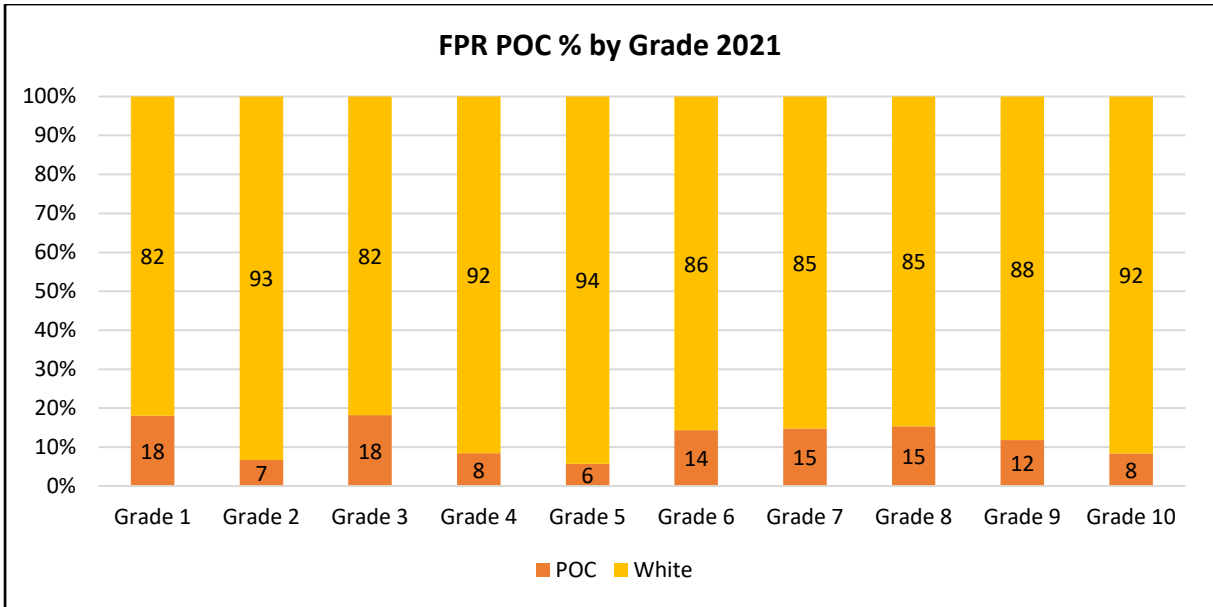


Figure 20: FPR POC % by Grade 2021

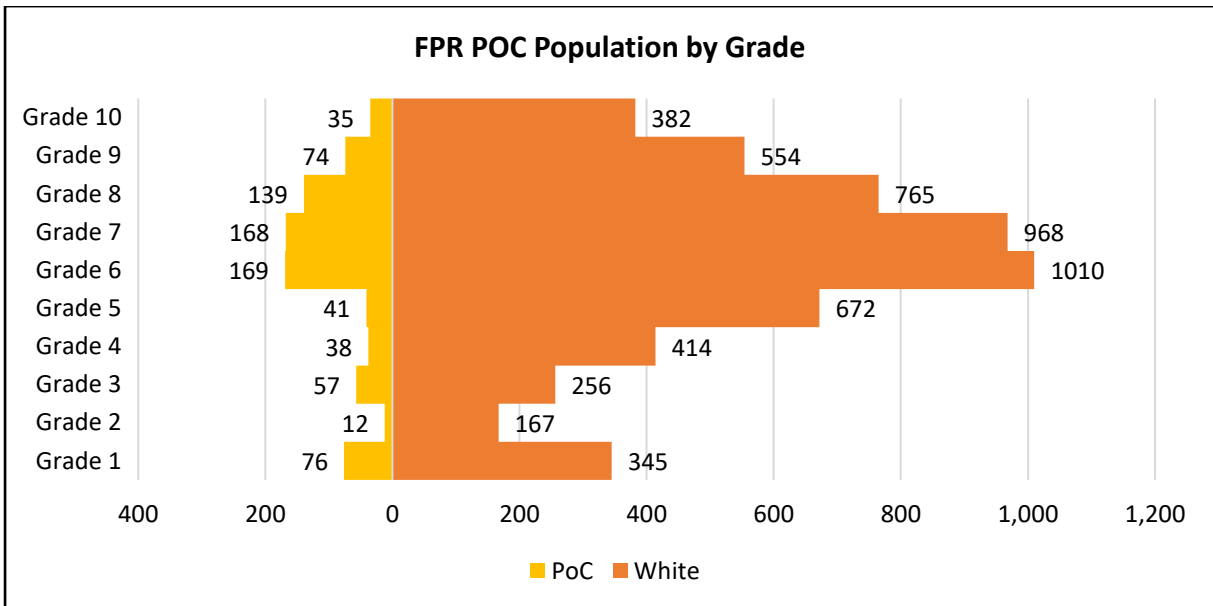


Figure 21: FPR POC Population by Grade

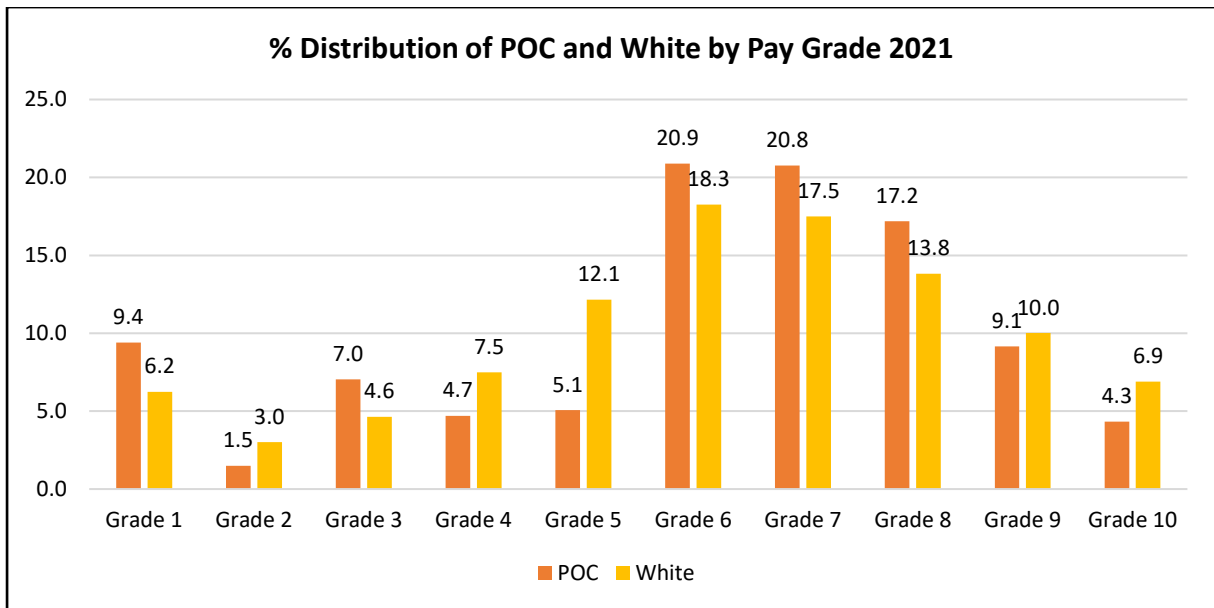


Figure 22: % Distribution of POC and White by Pay Grade 2021

Observations about Job Group distribution:

- The POC population is 13.4% of the total pay gap population, however the proportions of POC staff on Casual, Clinical, Research, Teaching & Research, and Teaching Only exceed this figure. This includes 23% of Research posts being held by POC.
- 57.9% of POC staff hold an Academic role (Research, Teaching & Research, Teaching & Scholarship and Clinical roles), which are on the higher pay grades; compared to 32.2% of White staff.

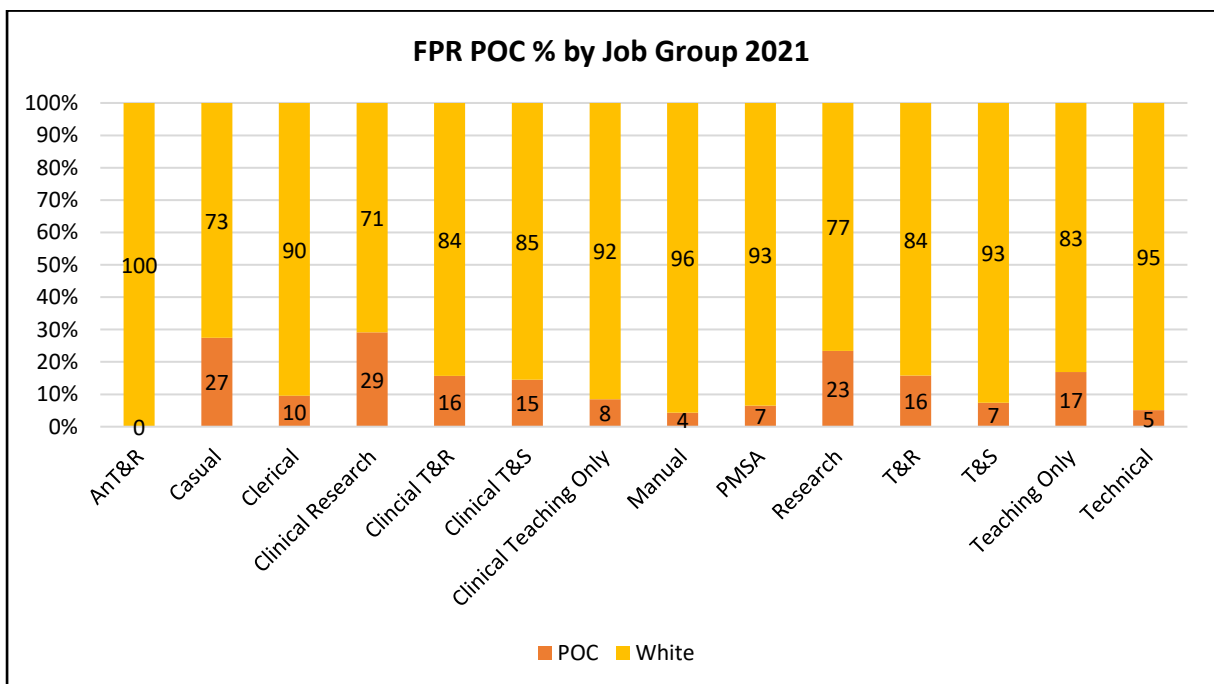


Figure 23: FPR POC % by Job Group 2021

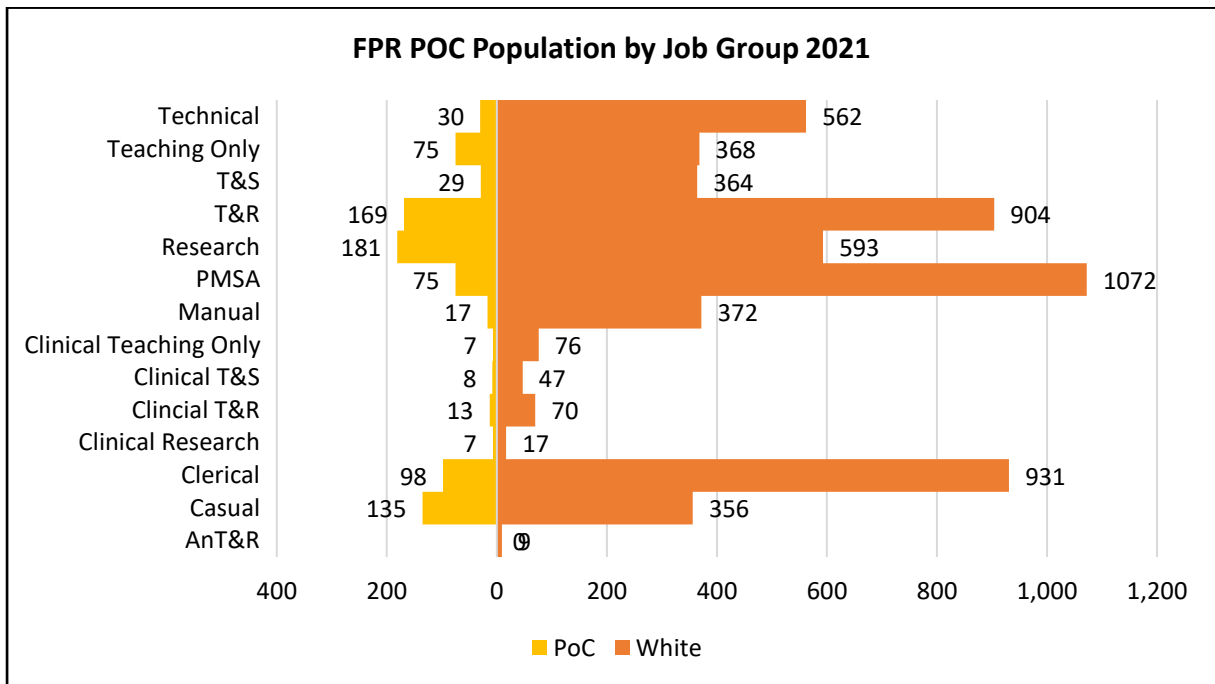


Figure 24: FPR POC Population by Job Group 2021

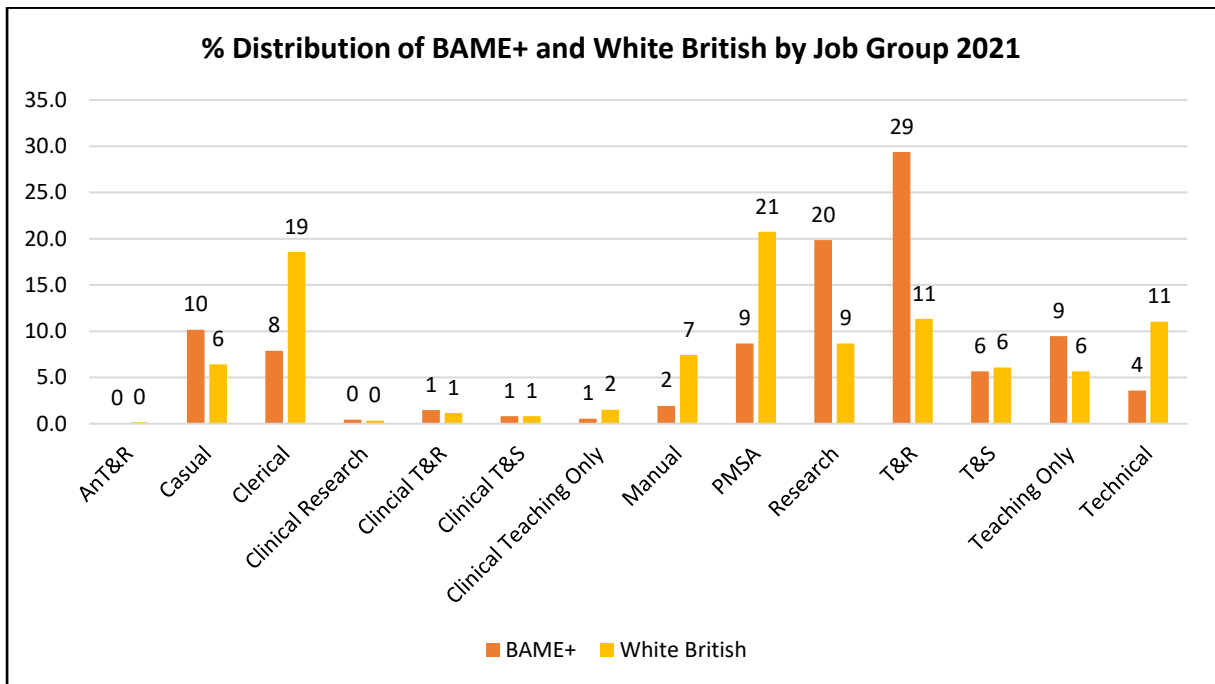


Figure 25: % Distribution of BAME+ and White British by Job Group 2021

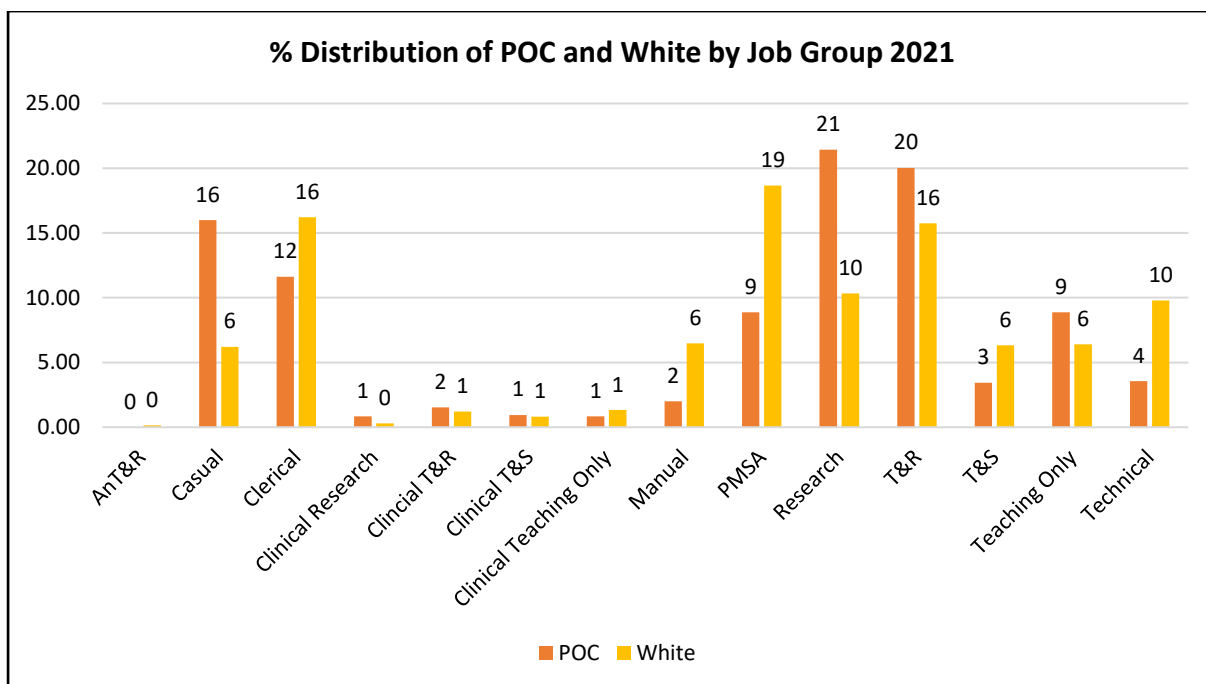


Figure 26: % Distribution of POC and White by Job Group 2021

POC staff are more likely to be in a higher paid academic role which means that this group has a higher median hourly pay rate compared to the White cohort. The higher proportion of White staff on the top of Grades 9 and 10 is likely the cause of the average hourly income being slightly higher, causing the Mean pay gap in favour of the White cohort.

6.2.2. What has Caused the Decrease in the Pay Gaps?

The mean POC pay gap increased 1.26% in 2020 to 2.21% in 2021 in favour of White staff, and the median POC pay gap increased from -0.83% to -1.12% in favour of POC.

The mean hourly income of POC staff increased by 1.25% to £21.23/hr, compared to a higher 2.2% increase for White staff to £21.71/hr. The median hourly income of POC staff increased by 1.1% to £18.27/hr compared to a higher 0.8% increase for White staff to £18.07/hr.

This has been caused by a combination of the following:

- There was a 4.3% increase in the number of POC staff, and a 7% decrease in the number of White staff within the sample population. The number of POC increased on all Job Groups with the exception of Casual (22, 16% ↓), and Clinical Research (4, 57%).
- The number of POC staff decreased on Grades 1, 2, 7 and 10, whereas the number of White staff increased on all grades except 3 and 8.

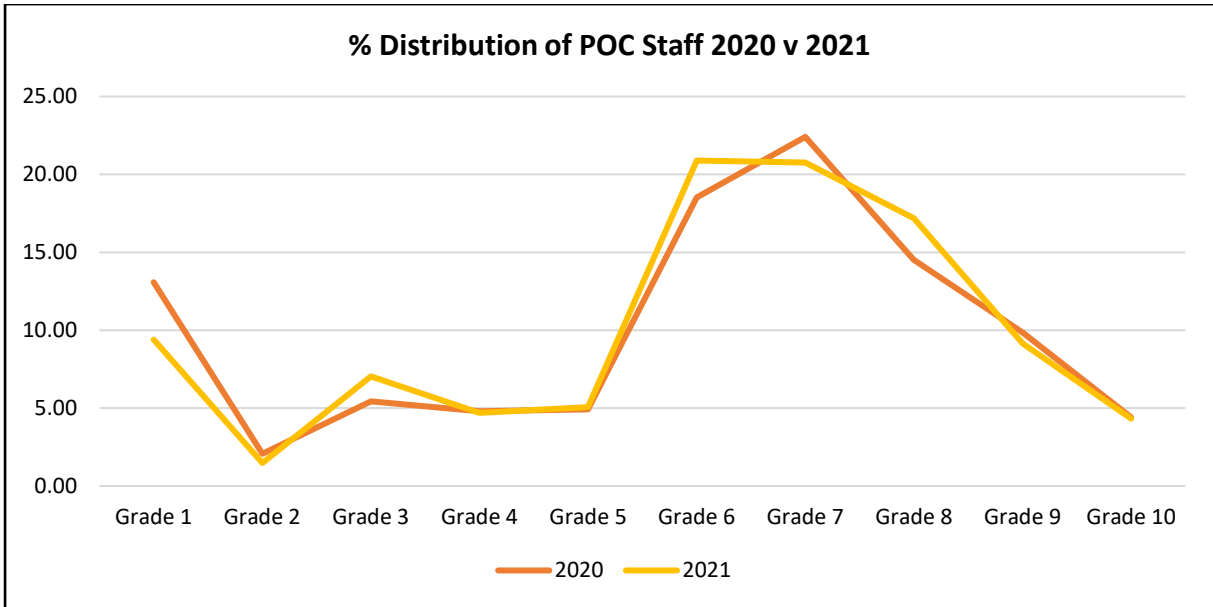


Figure 27: % Distribution of POC Staff 2020 v 2021

By comparison:

- There were 403 fewer White staff in total, with a decrease in all Job Groups with the exception of PMSA and ANT&R.
- There were 162 (45.4% ↓) fewer Casual, 93 (10%↓) fewer Clerical and 54 (9.6%) fewer Technical staff. At grade level, there were 259 fewer Grade 1-5 staff, which included 207 (60%↓) fewer Grade 1 staff.
- The relatively large decrease in the lower pay grades compared to the higher pay grades for White (and increase in Grades 3 and 8), is the cause of the increase in the hourly income rate.

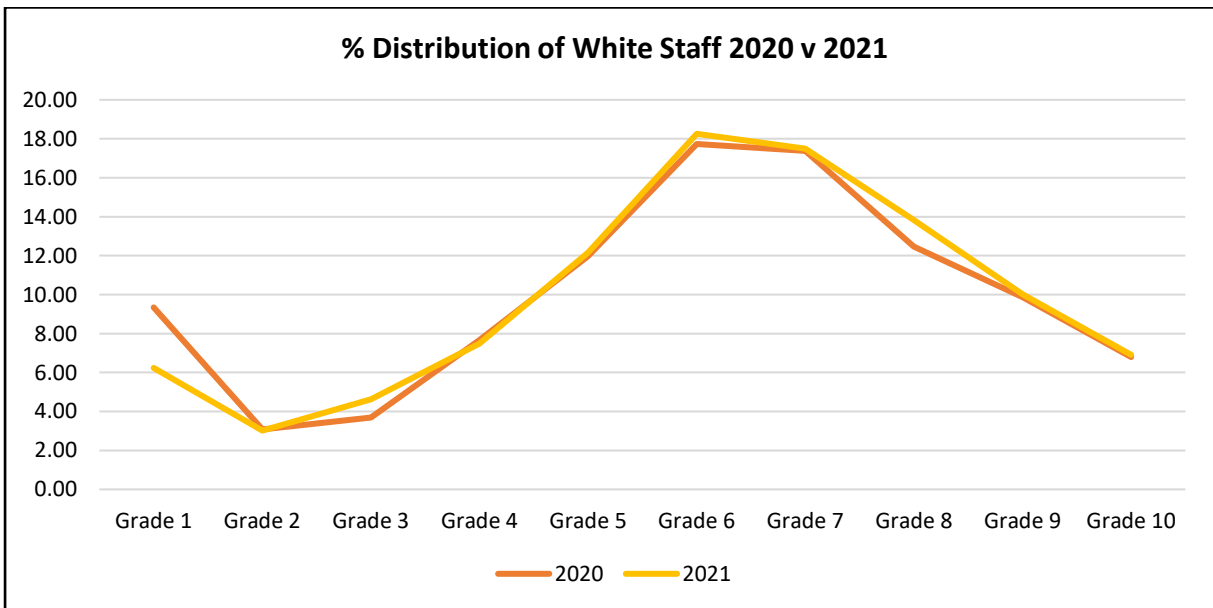


Figure 28: % Distribution of White Staff 2020 v 2021

The combination of these factors has been sufficient enough to increase the mean and median POC pay gaps, and maintain the mean in favour of the White cohort.

6.2.3. Understanding Bonus Pay

The mean bonus POC pay gap reduced from **-84.4%** in 2020 to **-11.38%** in 2021, and the median bonus POC pay gap reduced from **-503.21%** in 2020 to 58.33% in 2021.

In 2021, 9 POC staff received a bonus compared to 11 in 2020, or a 22% decrease. This compared to 44 White staff who received a bonus in 2021, which decreased from 118 in 2020, or a 168% decrease.

13% of the eligible bonus pay population is a POC, however 17% of staff who received a bonus in 2021 were POC. Whereas, in 2020, 11.6% of the eligible bonus pay population was POC, but only 8.5% of bonus pay recipients were POC.

The vast majority of recipients of the Exceptional Performance Awards were White, professional service members of staff, which comprised the bulk of bonus payments for this groups. The vast majority of POC who received a bonus did so through the Clinical Excellence Awards, and with the cancellation of the low value EPA removed the bonus payments for all remaining White staff increased significantly for the purposes of the calculation.

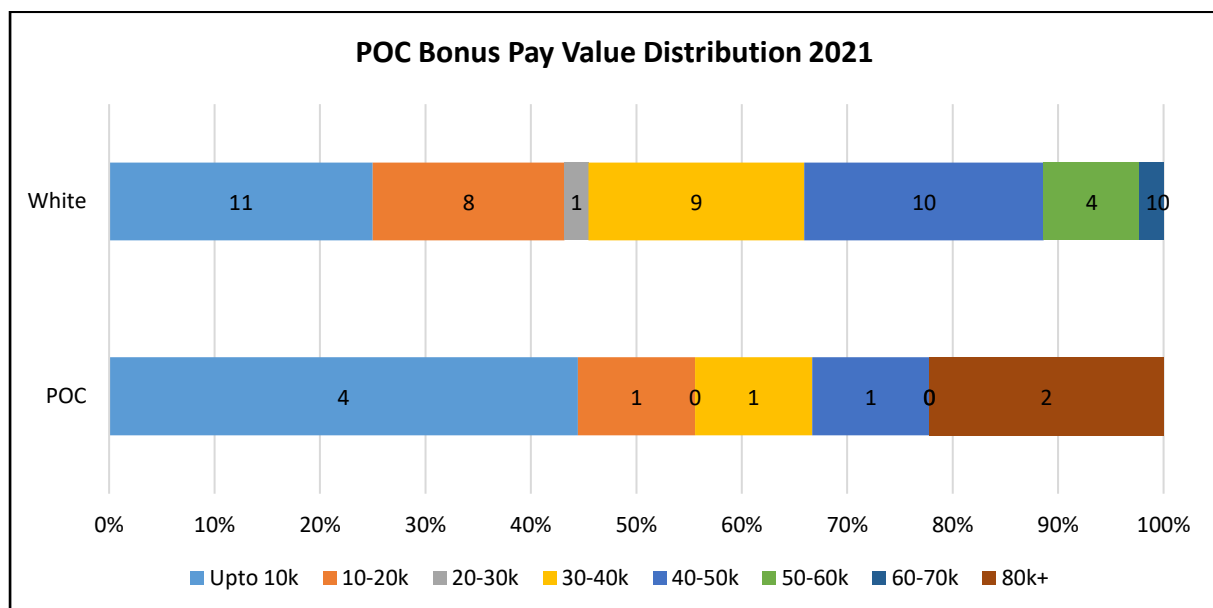


Figure 29: POC Bonus Pay Value distribution 2021

In 2020 the average bonus income for White recipients was £12,880 compared to £29,474 in 2021. This is because the remaining recipients are receiving either the Clinical Excellence Award (CEA) or a contractual bonus payment.

In comparison, in 2020, the average bonus income for POC was £23,751 compared to £32,829 in 2021. The increase in value has been caused by the removal of the EPA recipients and the small number of individuals receiving very high bonus pay.

In 2020 the median bonus income for White recipients was £1,500, the value of the Exceptional Performance Award; whereas in 2021 it was £36,192.

In comparison, in 2020, the median bonus income for POC was £9,048 compared to £15,080 in 2021. With a higher proportion of POC bonus pay recipients receiving the CEA in 2020, the lack of the EPA in 2021 has had a smaller impact on the pay level. With a larger proportion of POC bonus recipients receiving a lower value award in 2021 compared to the White cohort, this has resulted in a median pay gap in favour of White for the first time.

6.3. Sector Comparison

The Government does not require the publication of an Ethnicity Pay Gap. Therefore it is not possible to benchmark against any formal or official ethnicity pay gap data.

However, in 2021, UCEA requested gender, ethnicity, and intersectional data from HEI institutions to conduct a benchmarking exercise of the 2020 Pay Gap. 75 HEIs participated in the project (including Liverpool) with 68 also providing bonus pay information. The contributing HEIs employed almost 300,000 members of staff.

UCEA requested the median and mean hourly pay, bonus pay and recipients size and population quartiles for gender (men, women and other); and ethnicity (white, asian, black, mixed and other).

UCEA combined this data to calculate:

- **The average across the sector:** To calculate the average across the sector for any intersectional group, UCEA took the statistic at an intersectional group and individual HEI level. The statistic for the HEI was then multiplied by the headcount at that HEI to get the total pay bill for the intersectional group at the HEI. The pay bills for all HEIs were then summed together and divided by the total headcount across all HEIs. In order to calculate pay gaps, the average across the sector was calculated for all intersectional groups. The percentage difference between the two groups gives the pay gap.
- **The result at the median HEI:** To calculate the result at the median HEI for any intersectional group, UCEA took the statistic at an intersectional group and individual HEI level. We then calculated the pay gap at each HEI as the percentage difference between two groups. This was done for all HEIs. Each HEI was listed in order of their pay gap. The middle HEI is selected as the median result.

The methodology used by UCEA has resulted in some differences between the previously reported Liverpool pay gaps and the UCEA data.

In the following tables are the UCEA reported Median, Mean, Bonus Median and Bonus Mean Pay Gaps as calculated by their methodology. The tables include Liverpool, Russell Group, Universities with Medical School, and All HEIs that were included in the data sample.

As well as the White v People of Colour pay gaps, intersection gender and ethnicity data is provided. Furthermore, the Asian and Black ethnic categories are reported, although this level of detail has not been reported previously in this report.

Summary of findings:

POC

- Overall there is a median pay gap in favour of POC at Liverpool whereas in the sector it is in favour of White.
- Overall, the mean pay gap in favour of White is comparable to the Russell Group and Universities with medical schools, and is lower than the overall sector.
- POC Men are paid more than White Women at Liverpool and across the sector.
- There is a median and mean pay gaps in favour of White Men when compared to all ethnic and intersectional groups.

Black

- White, White Men, and White Women are paid more than Black, Black Men, and Black Women for all comparator options, with the exception that median pay for Black Men is higher than White Women at Liverpool.
- The largest pay gap is between White Men and Black Women at Liverpool, and across the sector.

Asian

- There is a median and mean pay gap in favour of Asian at Liverpool compared to White for the sector benchmarks.
- White Men are paid more when separately compared to Asian Men, and Asian Women.
- Asian Men and Asian Women are paid more than White Women when separately compared. For Asian Women this trend is reversed for the sector comparisons.

Table 22: UCEA Median Sector Pay Gap Comparison

	Liverpool	Russell Group	Medical School	All HEI
White v POC	-1%	2%	5%	3%
White Men v POC Men	9%	4%	6%	4%
White Men v POC Women	19%	15%	17%	14%
White Women v POC Men	-19%	-13%	-12%	-11%
White Women v POC Women	-6%	-1%	1%	0%
White v Black	9%	18%	24%	12%
White Man v Black Women	35%	35%	37%	30%
White Man v Black Man	19%	25%	26%	14%
White Women v Black Women	15%	23%	25%	19%
White Women v Black Man	-7%	11%	12%	0%
White v Asian	-10%	4%	4%	0%

White Man v Asian Man	6%	6%	8%	1%
White Man v Asian Women	18%	23%	25%	16%
White Women v Asian Man	-23%	-11%	-9%	-15%
White Women v Asian Women	-8%	9%	10%	2%

Table 23: UCEA Mean Sector Pay Gap Comparison

	Liverpool	Russell Group	Medical School	All HEI
White v POC	4%	4%	4%	7%
White Men v POC Men	11%	9%	7%	8%
White Men v POC Women	27%	23%	21%	19%
White Women v POC Men	-22%	-14%	-14%	-10%
White Women v POC Women	0%	4%	4%	3%
White v Black	25%	21%	25%	16%
White Man v Black Women	38%	37%	38%	29%
White Man v Black Man	35%	28%	26%	18%
White Women v Black Man	11%	9%	10%	3%
White Women v Black Women	15%	21%	24%	15%
White v Asian	-3%	8%	8%	4%
White Man v Asian Man	4%	9%	7%	1%
White Man v Asian Women	23%	27%	26%	19%
White Women v Asian Man	-31%	-14%	-14%	-17%
White Women v Asian Women	-5%	9%	10%	4%

The Bonus Pay Gap at Liverpool is disproportionately larger when compared to the sector averages because of the small sample size. This makes the comparison meaningless. What can be said is that generally the Bonus Pay Gap across the sector is in favour of People of Colour.

Due to the very small sample sizes for Asian and Black in the Liverpool sample, these have not been reported below.

Table 24: UCEA Median Sector Bonus Pay Gap Comparison

	Liverpool	Russell Group	Medical School	All HEI
White v POC	-503%	-28%	0%	-2%
White Men v POC Men	-1989%	-3%	-6%	0%
White Men v POC Women	n/a	32%	34%	42%
White Women v POC Men	-1989%	-53%	-41%	-33%
White Women v POC Women	n/a	-1%	12%	23%

Table 25: UCEA Mean Sector Bonus Pay Gap Comparison

	Liverpool	Russell Group	Medical School	All HEI
White v POC	-353%	-109%	-82%	12%
White Men v POC Men	-604%	-93%	-83%	-2%
White Men v POC Women	n/a	67%	71%	62%
White Women v POC Men	-522%	-558%	-302%	-96%
White Women v POC Women	n/a	-13%	36%	27%

6.4. Action to Address the Ethnicity Pay Gap

The following activities took place in 2019/20 that contribute to our activities to address the ethnicity pay gap:

- **Diversifying HE Leadership:** 4 BAME staff were supported to participate in the 2020/21 programme delivered by AdvanceHE.
- **Race Equality Action Plan:** The University published a new action plan on addressing racism and racial harassment. This included a new partnership with the Anthony Walker Foundation.
- **Race Equality Charter:** The University joined the AdvanceHE Race Equality Charter. This is a long term project to achieve accreditation, and advance race equality for staff and students.
- **Black History Month:** The University celebrated Black History Month with events, blogs and resources. This included A BHM Podcast series with Black Role Models including Cllr Anna Rothery, Lord Mayor of Liverpool, Dr Mandisa Greene, President, RCVS, and Kim Johnson, MP for Liverpool Riverside.
- **Project RISE:** The Research in an Inclusive and Sustainable Environment (RISE) project was one of the responses being undertaken by the University to the COVID-19 pandemic. Its aim was to review and make improvements to the University's research environment.
- **Report & Support:** In October 2020 the University introduced a new online Report and Support tool, through which staff could seek advice on incidents of racial harassment and hate crimes.

7. Disability Pay Gap

A positive **black** number, means that there is a pay gap in favour of the no known disability group, whereas a negative **red** number means that there is a pay gap in favour of the known disability group.

7025 Full Pay Relevant Employees are included in the Statutory Disability Pay Gap calculation, of which 383 (5.45%) were known to have a disability, and 6642 (94.55%) had no known disability. This represents an increase from 367 known disabled staff in 2020.

Table 26: Statutory Disability Pay Gap Data

	2019	2020	2021	
# Disabled	372	367	383	↑
# No Disability	7173	6951	6642	↓
% Disabled	4.93	5.02	5.45	↑
i. Mean	11.28	15.04	14.77	↓
ii. Median	9.59	9.73	7.02	↓
iii. Mean Bonus	84.89	89.76	0.00	↓
iv. Median Bonus	0.00	0.00	0.00	-
% Disabled staff in receipt of bonus pay	2.06	1.25	0.00	↓
% Non-Disabled staff in receipt of bonus pay	2.03	1.60	0.75	↓
% bonus pay recipients who are Disabled	4.88	3.79	0.00	↓
% bonus pay recipients with No Disability	95.12	96.21	100	↑
Quartile 1 % Disabled Staff	6.07	6.83	7.47	↑
Quartile 2 % Disabled Staff	5.65	5.36	5.77	↑
Quartile 3 % Disabled Staff	4.21	4.59	5.65	↑
Quartile 4 % Disabled Staff	3.89	3.28	3.89	↑

i. Proportion of Staff on Quartile Pay Bands

The proportion of disabled and non-disabled full pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands:

Table 27: Quartile Population

	2019		2020		2021	
	# Dis	# NoDis	# Dis	# NoDis	# Dis	# NoDis
Q1 Lower	114	1764	125	1704	123	1524
Q2 Lower Middle	106	1771	98	1732	95	1551
Q3 Upper Middle	79	1798	84	1745	93	1553
Q4 Upper	73	1804	60	1769	64	1582

Table 28: % Across Disability Status

	2019		2020		2021	
	Disabled ↕	Non Dis ↕	Disabled ↕	Non Dis ↕	Disabled ↕	Non Dis ↕
Q1 Lower	30.65%	69.35%	34.06%	24.77%	32.80%	24.54%
Q2 Lower Middle	28.49%	71.50%	26.70%	24.91%	25.33%	24.98%
Q3 Upper Middle	21.24%	78.76%	22.89%	25.05%	24.80%	25.01%
Q4 Upper	19.62%	80.38%	16.35%	25.27%	17.07%	25.48%

Table 29: % within Quartile (5.45% of Staff are Disabled)

	2019		2020		2021	
	Disabled ↔	Non Dis ↔	Disabled ↔	Non Dis ↔	Disabled ↔	Non Dis ↔
Q1 Lower	6.07%	93.93%	6.83%	93.17%	7.47%	92.53%
Q2 Lower Middle	5.65%	64.35%	5.36%	94.64%	5.77%	94.23%
Q3 Upper Middle	4.21%	95.79%	4.59%	95.41%	5.65%	94.35%
Q4 Upper	3.89%	96.11%	3.28%	96.72%	3.89%	96.11%

Commentary

The Mean and Median Pay Gaps decreased in favour of the Disabled cohort between 2020 and 2021 as a result of a number of interrelated reasons:

- The number of known disabled staff increased by 4.2% to 383. With the 4.7% reduction in the number of No Known Disabled staff, this resulted in an increase in the proportion of disabled staff from 5.02% (2020) to 5.45% (2021).
- The number of non-disabled staff decreased in all job groups except Clinical Teaching/Teaching Only, and Professional, Management, Senior Admin. Conversely, the number of disabled staff increased for all job groups except Casual, Teaching & Scholarship, and Clinical Teaching & Research.
- Similarly, the number of non-disabled staff decreased on all pay grades except Grade 8, whereas the number of disabled staff increased on Grades 3, 6, 7, 8 and 9.
- This resulted in a larger increase in the mean and median hourly pay rate for disabled staff helping to reduce the pay gap.
- The mean hourly pay rate for disabled staff increased by 2.5% from £18.21/hr to £18.67/hr compared to a 2.2% increase for non-disabled staff from £21.43/hr to £21.91/hr. This resulted in the mean pay gap slightly decreasing.
- The median hourly pay rate for disabled staff increased by 3% from £16.30/hr to £16.80/hr compared to a 0.1% increase for non-disabled staff from £18.05/hr to

£18.07/hr. This resulted in a 39% reductions in the Median gender pay gap from 9.73% to 7.02%.

- No Disabled staff received a bonus in 2021.

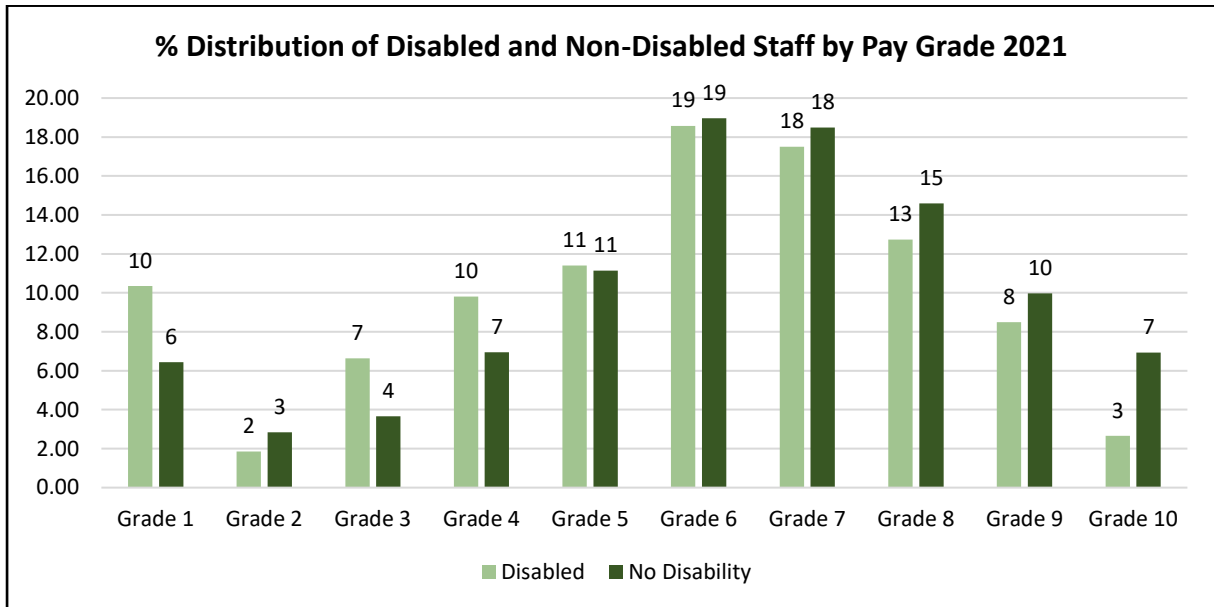


Figure 30: % Distribution of Disabled and Non-Disabled Staff by Pay Grade 2021

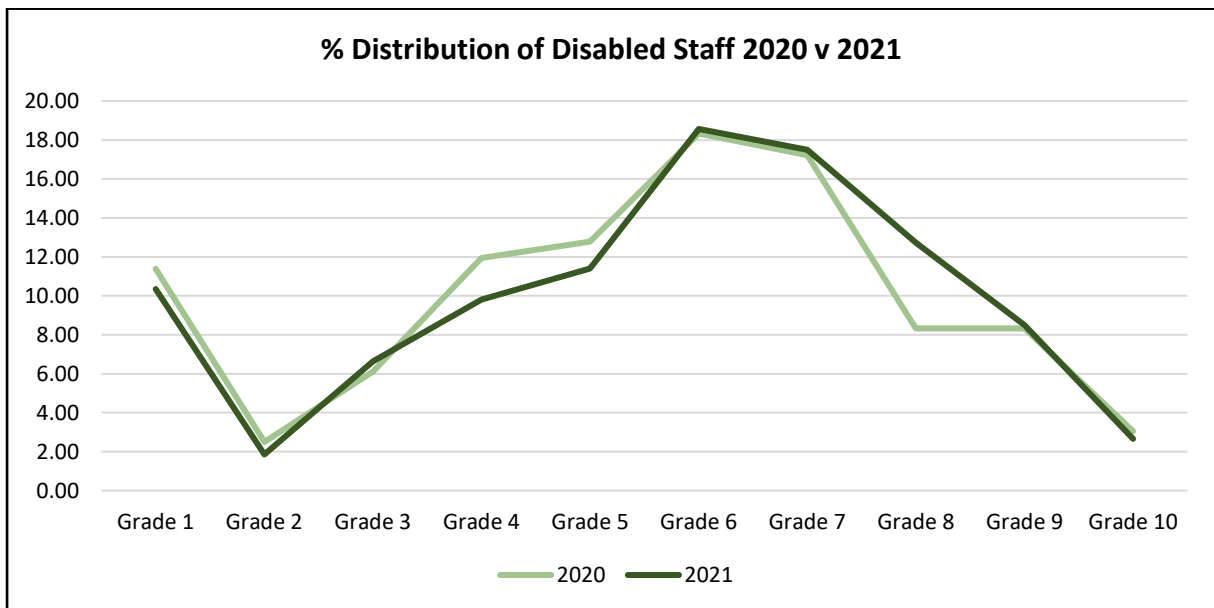


Figure 31: % Distribution of Disabled Staff 2020 v 2021

8. Sexual Orientation Pay Gap

A positive **black** number, means that there is a pay gap in favour of the Heterosexual/Straight groups, whereas a negative **red** number means that there is a pay gap in favour of the Lesbian, Gay, Bisexual and Other group.

4799 Full Pay Relevant Employees are included in the Statutory Sexual Orientation Pay Gap calculation, of which 322 (6.7%) were known to be lesbian, gay, bisexual or other identify, and 4477 (93.3%) identified as heterosexual. The other 2226 (31.7%) FPRE have not provided information about sexual orientation and have therefore been excluded from this analysis.

Table 30: Statutory Sexuality Pay Gap Data

	2019	2020	2021	
# LGBO	266	304	322	↑
# Hetero	4690	4677	4477	↓
# Unknown	2553	2337	2226	↓
% LGBO	3.54	4.15	4.58	↑
% LGBO of Known	5.37	6.51	6.71	↑
% Unknown Sexuality	34.00	31.94	31.69	↓
i. Mean	2.11	5.90	6.78	↑
ii. Median	2.89	3.23	4.15	↑
iii. Mean Bonus	80.33	38.79	0.00	↓
iv. Median Bonus	0.00	-354.63	0.00	↓
% LGBO staff in receipt of bonus pay	0.35	0.60	0.00	↓
% of Hetero staff in receipt of bonus pay	1.98	1.33	0.57	↓
% bonus pay recipients who are LGBO	1.05	2.90	0.00	↓
% bonus pay recipients who are Hetero	98.95	97.10	100	↑
Quartile 1 % LGBO	7.10	7.62	8.25	↑
Quartile 2 % LGBO	4.12	6.17	7.25	↑
Quartile 3 % LGBO	5.73	5.85	6.25	↑
Quartile 4 % LGBO	4.52	4.73	5.09	↑

i. Proportion of Staff on Quartile Pay Bands

The proportion of LGBO and heterosexual full pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands:

Table 31: Quartile Population

	2019		2020		2021	
	# LGBO	# Heter	# LGBO	# Heter	# LGBO	# Heter
Q1 Lower	88	1151	95	1150	99	1101
Q2 Lower Middle	51	1188	77	1168	87	1113

	2019		2020		2021	
	# LGBO	# Heter	# LGBO	# Heter	# LGBO	# Heter
Q3 Upper Middle	71	1168	73	1172	75	1125
Q4 Upper	56	1183	59	1187	61	1138

Table 32: % Across Sexuality

	2019		2020		2021	
	LGBO ↕	Hetero ↕	LGBO ↕	Hetero ↕	LGBO ↕	Hetero ↕
Q1 Lower	33.08%	24.54%	31.25%	24.59%	30.75%	24.59%
Q2 Lower Middle	19.17%	25.33%	25.33%	24.97%	27.02%	24.86%
Q3 Upper Middle	26.69%	24.90%	24.01%	25.06%	23.29%	25.13%
Q4 Upper	21.05%	25.22%	19.41%	25.38%	18.94%	25.42%

Table 33: % within Quartile

	2019		2020		2021	
	LGBO ↔	Hetero ↔	LGBO ↔	Hetero ↔	LGBO ↔	Hetero ↔
Q1 Lower	7.10%	92.9%	7.63%	92.37%	8.25%	91.75%
Q2 Lower Middle	4.12%	95.88%	6.18%	93.82%	7.25%	92.75%
Q3 Upper Middle	5.73%	94.27%	5.86%	94.14%	6.25%	93.75%
Q4 Upper	4.52%	95.48%	4.74%	62.26%	5.09%	94.91%

Commentary

- The sexual orientation of 31.7% of the FPR staff cohort was unknown, making the pay gap calculation unreliable. The small size of the LGBO cohort can result in significant variations in the pay gap calculations, in particular for the bonus pay.
- There was a 5.6% increase in the number of LGBO staff from 304 to 322, which was the smallest increase in the disclosure rate since 2017. However, the proportion of LGBO staff within the population increased to 6.71%.
- The number of LGBO staff decreased in job groups Casual, Clinical Teaching & Research, Manual, and Technical, but increased in all others.
- The number of LGBO staff decreased in Grades 1, 4 and 9, compared to Grades 1, 2, 4, 5, 7, 9 and 10 for Heterosexual staff.
- However the loss of these lower grade heterosexual staff has had a greater effect on the mean and median hourly income of this groups, compared to LGBO staff.
- The mean hourly pay rate for LGBO staff increased by 1.9% from £19.05/hr to £19.42/hr compared to a 2.8% increase for Heterosexual staff from £20.25/hr to

£20.83/hr. This resulted in the mean pay gap increasing in favour of Heterosexual staff.

- The median hourly pay rate for LGBO staff increased by 0.4% from £17.23/hr to £17.30/hr compared to a 1.4% increase for Heterosexual staff from £17.80/hr to £18.05/hr. This resulted in a 22% increase in the Median pay gap from 3.2% to 4.2% in favour of Heterosexual staff.
- No LGBO staff received a bonus in 2021.

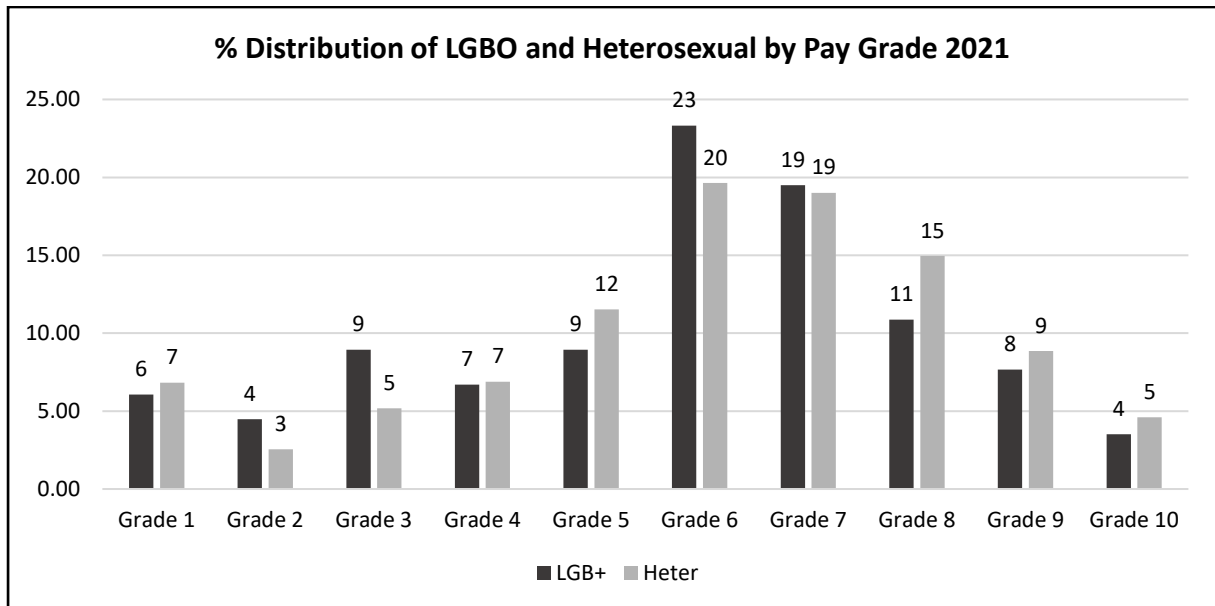


Figure 32: % Distribution of LGBO and Heterosexual by Pay Grade 2021

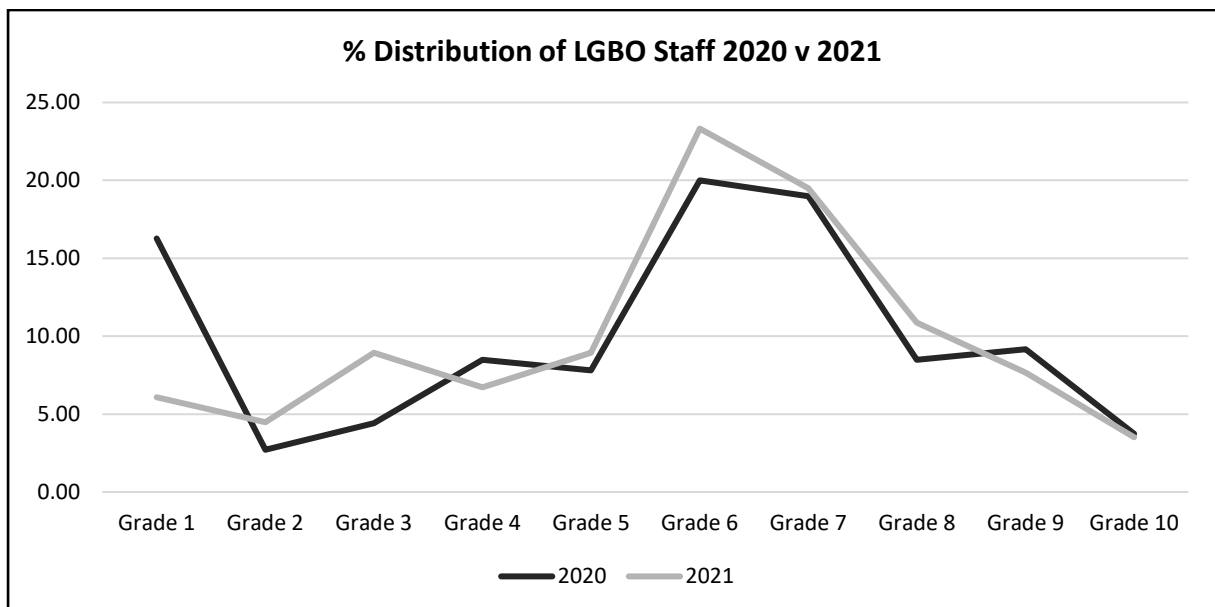


Figure 33: % Distribution of LGBO Staff 2020 v 2021

9. Glossary of Terms

Term	Definition
BAME+	Used to refer to all ethnic minority groups to compare against White British. BAME+ terms includes white minority groups of White Irish, Gypsy/Traveller, and White Other.
Clinical Excellence Award (CEA)	A NHS bonus payment scheme for eligible clinical staff. Administered via the University's payroll scheme but determined by the NHS.
Disabled	Indicates that a person has disclosed that they have a disability (as defined by the Equality Act 2010) to the University and that this has been recorded in their COREHR record.
Exceptional Performance Award (EAP)	The University's annual bonus pay scheme open to all employees, valued at a flat rate of £1500.
Female	Used to refer to employees recorded as Female in the COREHR record.
Heterosexual	A sexual orientation category also referred to as straight. Used when comparing against LGBO.
LGBO	Used to collectively refer to Lesbian, Gay, Bisexual and Other sexualities. Used when comparing against Heterosexual.
Male	Used to refer to employees recorded as Male in the COREHR record.
Mean	The pay gap calculation showing the difference between the average hourly pay of all female employees, compared to all male employees. Shown as a percentage.
Mean (Bonus)	The pay gap calculation showing the difference between the average bonus pay received in a 12 month period of all female employees who received a bonus, compared to all male employees who received a bonus. Shown as a percentage.
Median	The pay gap calculation showing the difference between the mid-point in the range of all female employees' pay, compared to all male employees' pay. Shown as a percentage.
Median (Bonus)	The pay gap calculation showing the difference between the mid-point in the range of all female employees who received bonus pay, compared to all male employees who received bonus pay within a 12 month period. Shown as a percentage.
No Disability / non-disabled	Used to collectively refer to No Known Disability, Unknown and 'Decline to Indicate' within the COREHR record.

Term	Definition
People of Colour (POC)	Used to collectively refer to Asian, Black, Mixed, and Other Ethnic Minority groups when comparing to the collective White population.
Quartile	One of 4 equal portions of the whole full pay relevant staff population, rank based on the hourly pay rate (lowest to highest).
Salary Sacrifice	Salary sacrifice refers to payments taken out of an employee's pay before tax is deducted. This includes pension contributions.
White	Used to collectively refer to White British, White Irish, Gypsy/Traveller, and White Other when comparing against People of Colour.
White British	An ethnic category referring to people who have disclosed that they are White British including English, Welsh, Scottish, and Northern Irish.