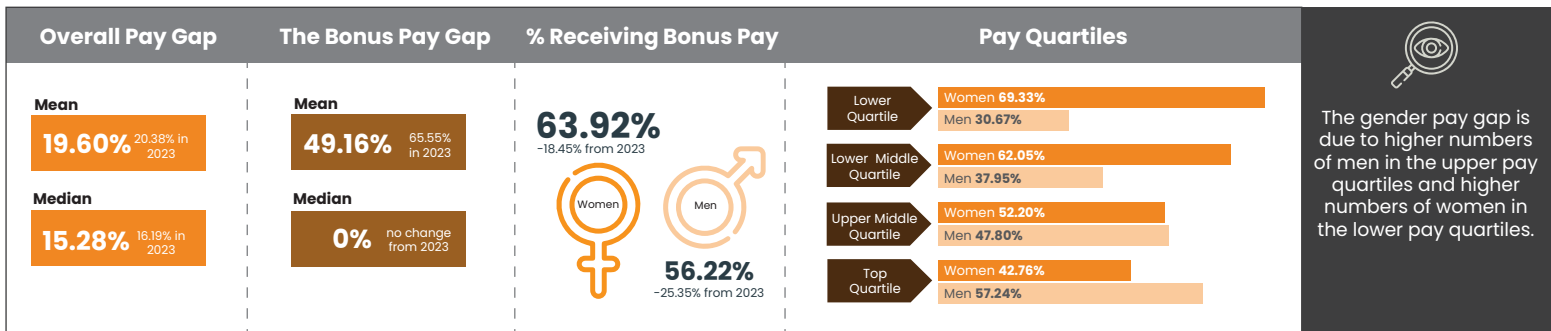


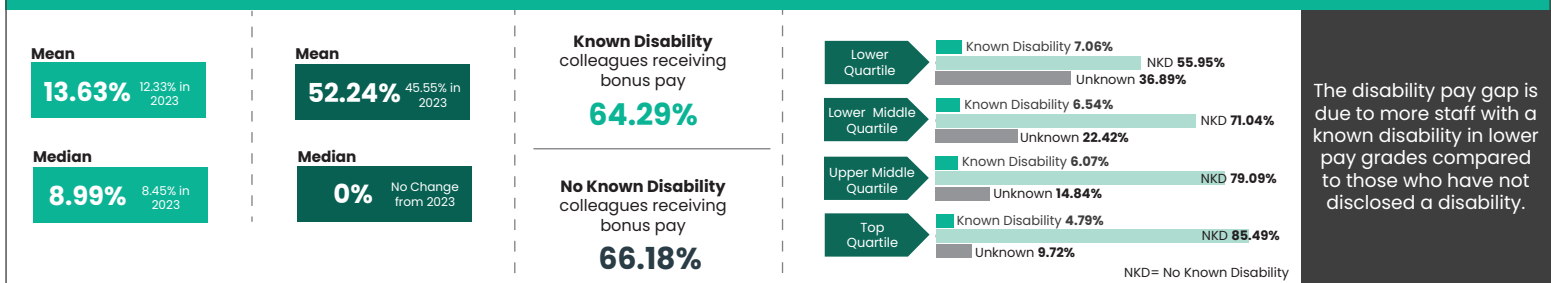
This report provides University of Liverpool Gender Pay Gap information for 2024. The Gender pay gap is the percentage difference between average hourly earnings for men and women in the organisation. A Positive % indicates a favourable gap towards men, and a negative % indicates a favourable gap towards 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 gender pay gap is due to higher numbers of men in the upper pay quartiles and higher numbers of women in the lower pay quartiles.

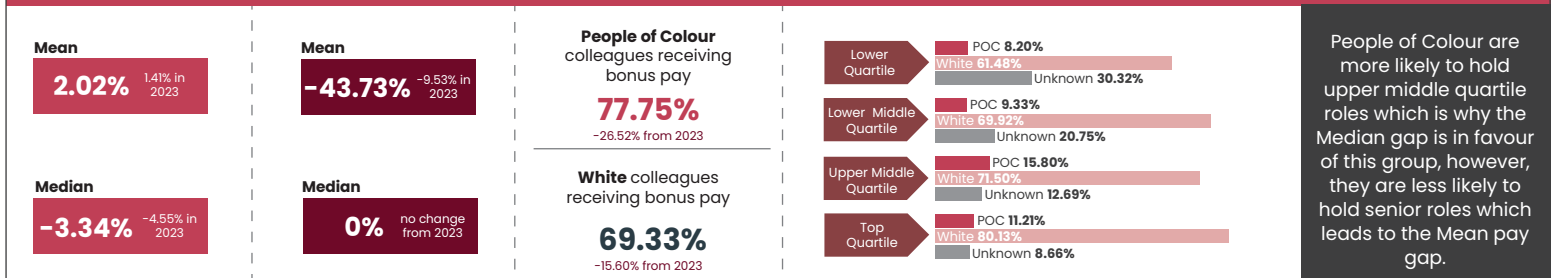
The Pay Gap by other Protected Characteristics

Disability



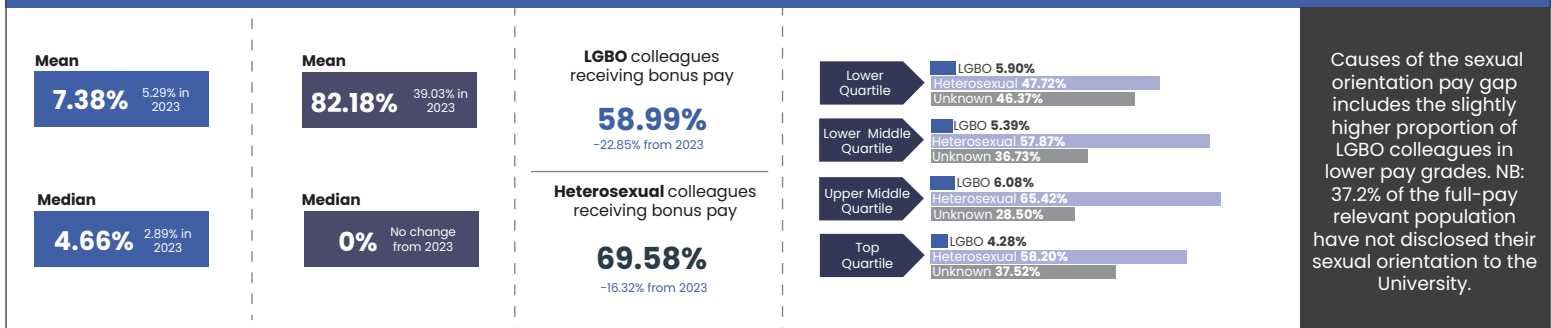
The disability pay gap is due to more staff with a known disability in lower pay grades compared to those who have not disclosed a disability.

Ethnicity



People of Colour are more likely to hold upper middle quartile roles which is why the Median gap is in favour of this group, however, they are less likely to hold senior roles which leads to the Mean pay gap.

Sexual Orientation



Causes of the sexual orientation pay gap includes the slightly higher proportion of LGBO colleagues in lower pay grades. NB: 37.2% of the full-pay relevant population have not disclosed their sexual orientation to the University.

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. 'No Known Disability' refers to colleagues who are not known to have a disability (i.e. where colleagues have disclosed that they do not have a disability).

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.

Pay gaps are informed by distribution of colleagues across pay grades. For the purpose of pay gap reporting, colleague pay is split into 4 Quartiles: Quartile 1 (Q1) includes colleagues on the lowest pay, and Quartile 4 (Q4) includes colleagues on the highest pay.