

Pay Gap Report 2024



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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 2024 relating to the data snapshot of 31st March 2024.

The calculation is based on the inclusion of **8132** Full Pay Relevant Employees (FPRE) as of March 2024, of which **4586** (56.39%) were Female, and **3456** (43.61%) were Male.

As at 31st March 2024, the Gender pay gap (favouring male staff) is as follows:

- The **Mean gender pay gap** is 19.60%; this is a reduction for the third year in a row.
- The **Median gender pay gap** is 15.28%; this is a reduction from last year.
- The **Median bonus pay gap** remains at 0% for the second year running.
- The **Mean bonus pay gap** is 78.25%; this has increased from last year.

Although not a legislative requirement, the University of Liverpool also provides similar data for **Disability, Ethnicity, and Sexual Orientation Pay Gaps**, following nationally prescribed methodologies and ensuring data accuracy and reliability through a reconciliation process.

It should be noted that the pay gaps detailed within this report are distinct from *equal pay*, which relates to discrepancies in pay between staff with different protected characteristics performing the same or similar jobs. It is important to state that the University of Liverpool does not have a fairness issue in terms of equal pay for work of equal value.

The findings of this report relate to the overall composition of the workforce, further details of which can be seen particularly in the Additional Context section below. As outlined within the report, action plans relating to the University's Equality Objectives, Athena Swan and REC charter commitments are in place to continue to drive equality and diversity which are designed to lead to changes within the workforce composition which will be reflected in the figures in the longer-term.

Data Trends

The following data provides an overview of all pay gaps recorded over a five-year period, enabling the detection of patterns, fluctuations and trends in the data.

Table 1 **Mean**

	2020 (%)	2021 (%)	2022 (%)	2023 (%)	2024 (%)	2024 Mean Pay Gap in Favour of
Female v Male	21.17	20.50	21.01	20.38	19.60	Male population
Known Disability vs No Known Disability	14.58	14.63	13.16	12.84	13.63	No Known Disability
POC v White	1.26	2.21	6.49	1.41	2.02	White population
LGBO v Heterosexual	5.90	6.78	5.88	5.29	7.38	Heterosexual

Table 2 **Median**

	2020 (%)	2021 (%)	2022 (%)	2023 (%)	2024 (%)	2024 Median Pay Gap in Favour of
Female v Male	16.18	14.12	16.09	16.19	15.28	Male population
Known Disability vs No Known Disability	9.86	7.51	7.63	8.45	8.99	No Known Disability
POC v White	-0.83	-1.12	-0.09	-4.55	-3.34	POC population
LGBO v Heterosexual	3.23	4.15	1.21	2.89	4.66	Heterosexual

Detailed quartile information relating to all pay gaps can be found in Appendix A together with information relating to the Bonus Pay Gaps.

Gender Pay Gap

Continuing the trend since 2022, there has once again been a reduction in the **Mean gender pay gap**. The **Median gender pay gap** has also reduced over the 12 months preceding 31 March 2024. Both are currently at their lowest levels since 2021.

These changes can be attributed to changes in the quartile compositions; when compared to the [2023 Pay Gap Report](#), as there are proportionally less female employees in Quartile 1 (Q1) and Q2 and more females in Q3 and Q4 The **Median Gender Bonus Pay Gap** remained at 0% as in 2023, however the **Mean Gender Bonus Pay Gap** increased from 49.16% in 2023 to 78.25% in 2024.

As referenced in the 2023 Pay Gap Report, during academic year 2022/23 the University of Liverpool issued all staff (below Grade 10) Cost of Living (COL) payments, which for the purpose of this report align with Bonus Pay awards. These pro-rated payments (the average amount paid was under £100) continued into the 2024 reporting period until a pay increase was implemented in full. It should be noted that as of March 2024, these payments have concluded, so the University would expect the **Median Gender Bonus Pay Gap** to increase in 2025 when only “typical bonuses” (e.g. Clinical Impact Awards* and Exceptional Contribution Awards) are considered in the calculation.

The further increase in the **Mean Gender Bonus Pay Gap** can be attributed to more male staff receiving the majority of Clinical Impact Awards (the average amount of these payments being over £25,000), the effect of which, when combined with the COL bonus payments, has contributed to the increase in the mean bonus pay gap.

***NB:** *Clinical Impact Awards (previously known as Clinical Excellence Awards) are a National Health Service (NHS) bonus payment scheme for eligible clinical staff. Although administered by the University’s payroll system, the awards are determined by the NHS.*

Disability Pay Gap

From Tables 1 and 2 it can be seen that the Mean and Median Disability Pay Gaps have both increased since 2023. The causes of the **Mean and Median disability pay gaps** between 2023 – 2024 are attributed to the following factors:

- Higher proportions of staff with a Known Disability occupy lower pay grades compared to staff with No Known Disability. 7.06% of Q1 are staff with a Known Disability and 4.79% of Q4 are staff with a Known Disability.
- The smaller population of staff with a Known Disability (6.21% of all staff) further accentuates the disparity in mean/median pay rates between the two groups.
- 14.4% of the FPRP cohort indicated that they do not wish to disclose information for this category, again affecting the quality of the data and the resulting analysis.

Ethnicity Pay Gap

Whilst the **Mean and Median ethnicity pay gaps** have fluctuated slightly year on year, for the fifth consecutive year the Mean ethnicity pay gap favours White staff, and the Median ethnicity pay gap favours People of Colour (POC).

This year the **Mean Ethnicity Pay Gap** has increased slightly in favour of White staff. This gap is due to limited POC representation in senior management/professorial roles which results 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.

Meanwhile, the **Median Ethnicity Pay Gap** has reduced slightly but remains in favour of POC. POC staff have a higher representation in Grade 6 and higher roles, due to their prevalence in academic/research positions. 79.69% of POC appointments are in Grade 6 or higher roles compared to 71.63% for White appointments in 2024. Coupled with a lower prevalence of POC in lower graded roles, the higher representation of POC in research and academic roles has resulted in the positive median pay gap in their favour.

It must also be noted that the Full Pay Relevant Population (FPRP) has an ethnicity disclosure of 82.11% which influences the reliability and validity of the above figures.

Sexual Orientation Pay Gap

Both the Mean and Median sexual orientation pay gaps have increased this year in favour of Heterosexual staff. This can mainly be attributed to:

- A slightly higher proportion of LGBO staff in the Lower and Lower-Middle hourly rate pay quartiles (52%) compared to the Heterosexual grouping (46%).

- The smaller population of known LGBO staff which 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 at the point of pay gap data collection, 37.2% of the FPRP have not disclosed their sexual orientation to the University. Ongoing work to increase staff completing EDI monitoring information has seen this group reduce to 36.18% since then, but this remains the highest non-disclosure grouping. The University is not an outlier in this respect, sector data shows that 37.1% of HE staff have not returned information on their sexual orientation (Advance HE (2022) Equality in higher education statistical reports).

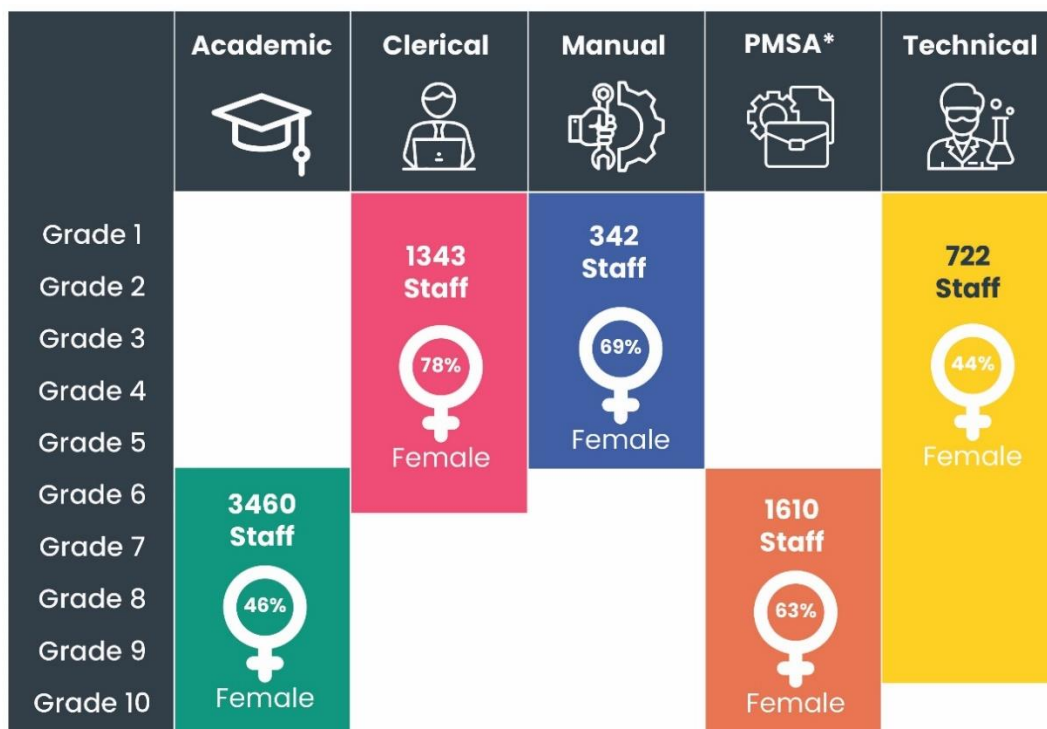
Additional Context

As can be seen from the diagram below, the composition of staff across the University grades has a significant impact on the presence/ absence of pay gaps relating to protected characteristics. This is particularly relevant as the statutory reporting requirement relates to the Median pay rate so the proportion of staff with each protected characteristic in the four quartiles is key to this calculation.

As the data in this report and Appendix A illustrates, the impact that the quartile composition has on average pay rates can lead to the presence of a pay gap in favour of certain elements of the University population. Whilst this is concerning and the University is taking steps (as set out below) to address these gaps, it should be noted that the University operates a number of mechanisms to ensure that employment practices relating to pay and progression are fair and transparent. For example: HERA and other job evaluation processes are used to ensure objective decisions are made with regard to gradings so that the University's practices are fair and non-discriminatory.

The University staff Full Pay Relevant Population includes 5 career groups spread across 10 grades. These grades do not map neatly into the quartiles used when calculating pay gaps, however, do provide an indication of where the gender balance of each career group affects the gender pay gap.

Table 3: Career Groups and associated grades (Full Pay Relevant Population)



*Professional, Management, & Specialist Administrator

There are more male colleagues in academic roles (Grade 6+) which are associated with the higher paid roles (most commonly mapped with Q3 and Q4), and significantly higher numbers of women in Clerical and Manual roles (Grades 1 – 6) with the majority being within Q1 and Q2, which, can have a significant impact on the mean and median pay gaps.

Addressing Pay Gaps | What we are doing already

Long term commitments and actions

The University is committed to creating an inclusive and equitable environment where all members of our University community can thrive. We are making progress and tackling inequalities (including our pay gaps) through several large-scale and interconnected action plans. These include:

- Our [Equality Objectives Action Plan](#)
- Our [Race Equality Charter Award and Action Plan](#) (direct action plan [link](#))
- Our [Athena Swan \(gender equality\) Award and Action Plan](#) (direct action plan [link](#))

Our action plans are driven forward and progress tracked by a robust [EDI governance structure](#).

We know that eradicating the pay gaps is a goal that will take some time to achieve; we are committed to taking short and long-term actions that will accelerate the closing of these gaps.

Recent actions and impact

Over the course of the previous academic year (2023/24) the following actions have been taken to address the pay gaps:

- We have made **improvements** to the **University's Family Friendly Policies**:
 - The full pay period of Maternity and Adoption Leave was increased from 8 to 26 weeks. This is mirrored in Shared Parental Leave.
 - Staff taking Paternity Leave are now entitled to 4 weeks of fully paid leave, compared to 2 weeks previously. This leave can be taken in two-week blocks and anytime during the 52 weeks after birth/adoption.

By increasing the length of leave where staff receive full pay, we aim to improve staff experience, support staff retention and enhance the University's reputation as an employer of choice. The enhanced paid leave for partners taking Shared Parental Leave or Paternity Leave aims to better support colleagues to enjoy an active role in parenting.

- The University achieved its first **Race Equality Charter Bronze Award** in January 2024. The application represents extensive qualitative and quantitative research, which informs an ambitious 5-year action plan.
- **Communication strategies** were implemented with the specific aim of improving disclosure rates of **equality monitoring information**, in order to establish a more robust data set. These included all-staff emails and Staff News articles led by members of the Senior Leadership Team. To date, this has led to progress made in the following areas:
 - An increase in Known Disability from 5.65% to 6.21%.
 - An increase in LGBO staff from 4.52% to 5.24%, and a decrease in Unknown or PNTS Sexual Orientation from 37.06% down to 36.18%
- The University has continued to fund places on the **Advance HE Aurora and Diversifying Leadership programme** – targeted development for women and People of Colour respectively. Over 200 staff have been supported to complete Aurora since 2013 and 10 staff have been supported to complete Diversifying Leadership since 2018. Participation is complemented by an extensive training and development programme offered by The Academy.
- Tailored **unconscious bias training** sessions for members of **promotion panels** as well as Heads of Department/Operations were held in 2023/24. These were attended by 41 staff and received positive feedback.
- We have continued to run annual '**Insight into Promotion**' sessions for academics interested in promotion paths, with specific sessions dedicated for women in advance of the 2023 Annual Review process. In 2023, 39% of 126 attendees were women and 23% of attendees identified as being People of Colour. These sessions consistently

receive positive feedback from attendees with 95% of attendees in 2023 describing the sessions as “good” or “excellent”.

- The University’s **Research Technical Professional (RTP) Career Pathway** was launched in February 2023. In its first year, 18 technical staff were promoted (promotions ranging from Grade 7 to Grade 10) through this new career pathway. Of these, 7 were female colleagues. Career case studies have also been developed for the HR website to showcase examples of career progression.
- We have encouraged more **men** to participate in **Athena Swan/gender equality** work (as women tend to be overrepresented in this area), through training and used Positive Action to recruit a male Deputy Chair to the University’s Athena Swan Steering Group.
- Work to support staff applying for **Clinical Impact Awards** (with the aim to reduce this impact on the gender bonus pay gap) is ongoing. In 2023/24 this included:
 - Information being shared at a clinical staff forum.
 - A clinical career progression event was held and attended by 60 colleagues.
 - Focus groups with female clinical academics were held, to better understand barriers to career progression and awards. As a result, a new Female Clinical Staff Network is being developed which will aim to demystify career progression, pay and rewards/awards for this staff group.
- We have developed a new **Positive Action toolkit** and a complementary training session to support colleagues to use positive action within staff recruitment processes.
- We have continued to build upon existing relationships with **community-based organisations**, with the aim of further engaging with a diverse range of prospective applicants. Examples of activity include holding committee away days in community centres such as Kuumba Imani Millennium Centre and The Florrie, both based in Toxteth (Liverpool 8) which is recognised as home of the oldest, Black and Chinese communities in Europe.

Addressing Pay Gaps | What we plan to do

Over the course of the next academic year (2024/25) the following actions will be taken to address the pay gaps. The majority of the activities listed below are part of our existing Athena Swan and Race Equality Charter Action Plans. Actions are focused on three key areas: recruitment, career progression support and improved understanding of our staff population.

Recruitment

- We will begin to develop a new online Anti-Bias module, to further enhance our offering of in-person unconscious bias training sessions and reach more colleagues. All staff will be invited to complete the new module, however panel members for recruitment and Annual Review will be required to complete this training, as part of our ongoing commitments outlined within the University’s Athena Swan Action Plan.

- We will seek to resume plans to conduct a review of recruitment processes, to tackle identified inequalities in our recruitment pipelines.
- Review the University's apprenticeship scheme - which we aim to use as a possible route for positive action to tackle gender imbalance in lower grades and career pathways where men are underrepresented.

Career Progression Support

- We will work with Heads of Departments (HoDs) to develop guidance to support their decision making around Annual Review. This will include provision of information on biases and how to mitigate these and will include examples of both gendered, racial and other equality-based barriers to career progression.
- Include EDI contributions in promotion and Exceptional Performance Award (EPA) criteria e.g. voluntary activities undertaken by those leading Athena Swan, Race Equality Charter or other EDI related activities.
- 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.
- Explore a targeted mentoring programme for career progression of People of Colour (POC).
- Conduct 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.
- 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 enhanced support for individuals returning to work after family or long-term leave.

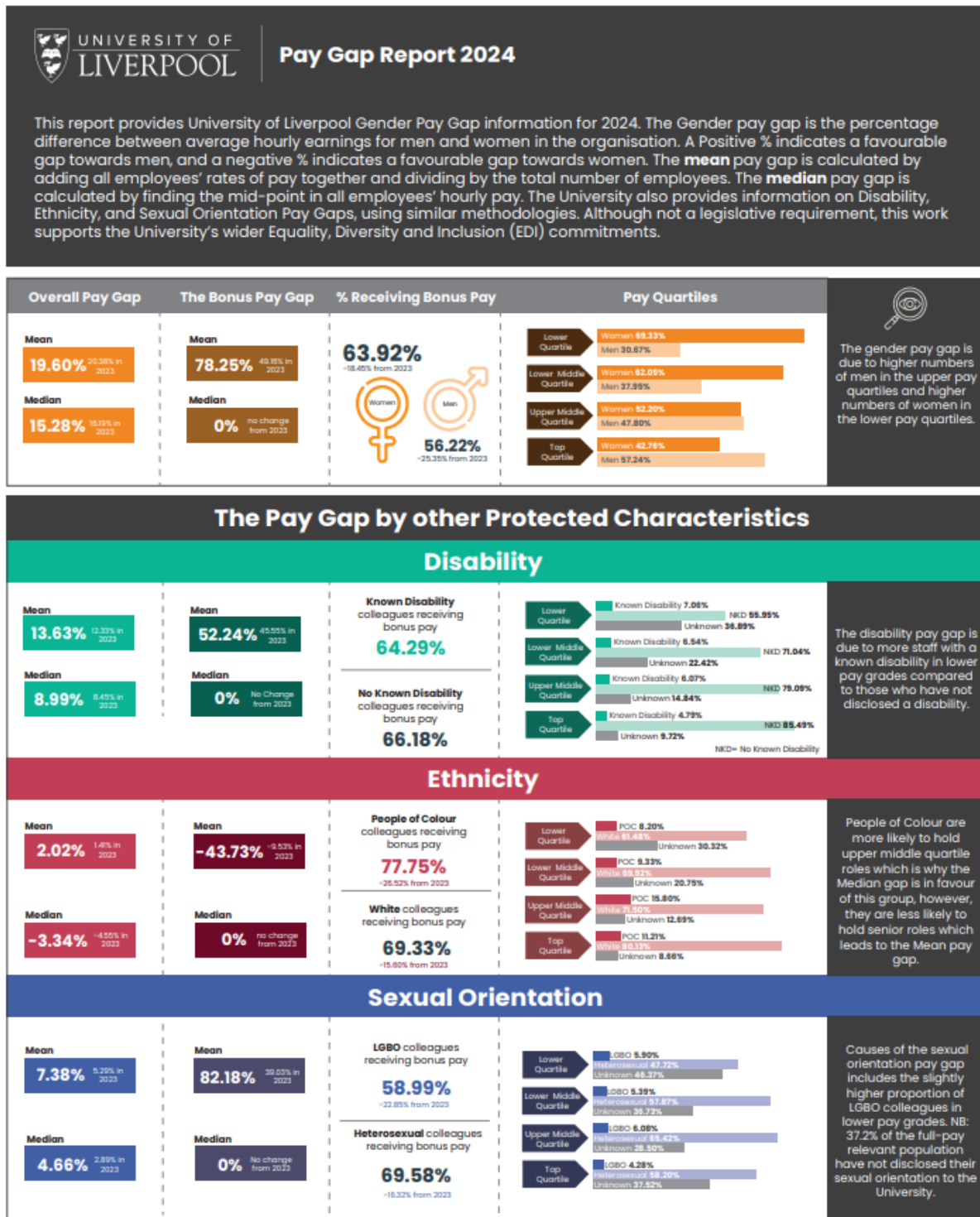
Improved understanding of our staff population

- We will build on work to encourage staff to share their EDI monitoring data - this will enable us to obtain a more accurate understanding of our ethnicity, disability and sexuality pay gaps and therefore be able develop targeted future actions.
- Implement a new Learning Management System (LMS) to aid in the reporting of engagement/participation with the University's offering of development

opportunities, in order to better understand areas of underrepresentation and take action to support talent pipelines.

- We will launch a race equity related Mentoring Programme in 2025 with the aim to deepen our leaders' understanding of racialised experiences across the institution and to ensure that an understanding of the experiences of racially minoritised colleagues are at the forefront of decision making, especially where decision making committees and structures are currently not racially representative.

Please note that this infographic is provided as a separate document on our [Statutory Pay Gap Reports webpage](#).



Gender Pay Gap Sector Comparison – 2023

It is not currently possible to compare the 2024 Median gender pay gap within the sector because the publication deadline of this data is March 2025. Nor is it possible to provide a comparison for ethnicity, disability or sexual orientation pay gaps, as there is no legislative requirement to publish.

Illustrations can be found below which compare the University’s 2023 gender pay gap data with 2023 reports from Northwest Universities, the Russell Group (excluding Scotland and Northern Ireland) and universities identified as suitable comparators for Race Equality Charter (REC) benchmarking, due to their composition (size and structure).

When comparing the University position in 2023 to 2022, it is important to note that most comparator Higher Education Institutes (HEIs) in all groups have seen improvements to their median pay gap. We have:

- Stayed in the same position amongst Northwest HEIs.
- Moved down to 18th from 15th amongst the Russell Groups.
- Stayed in the same position amongst our REC peer group HEIs.

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 may impact Pay Gap figures.

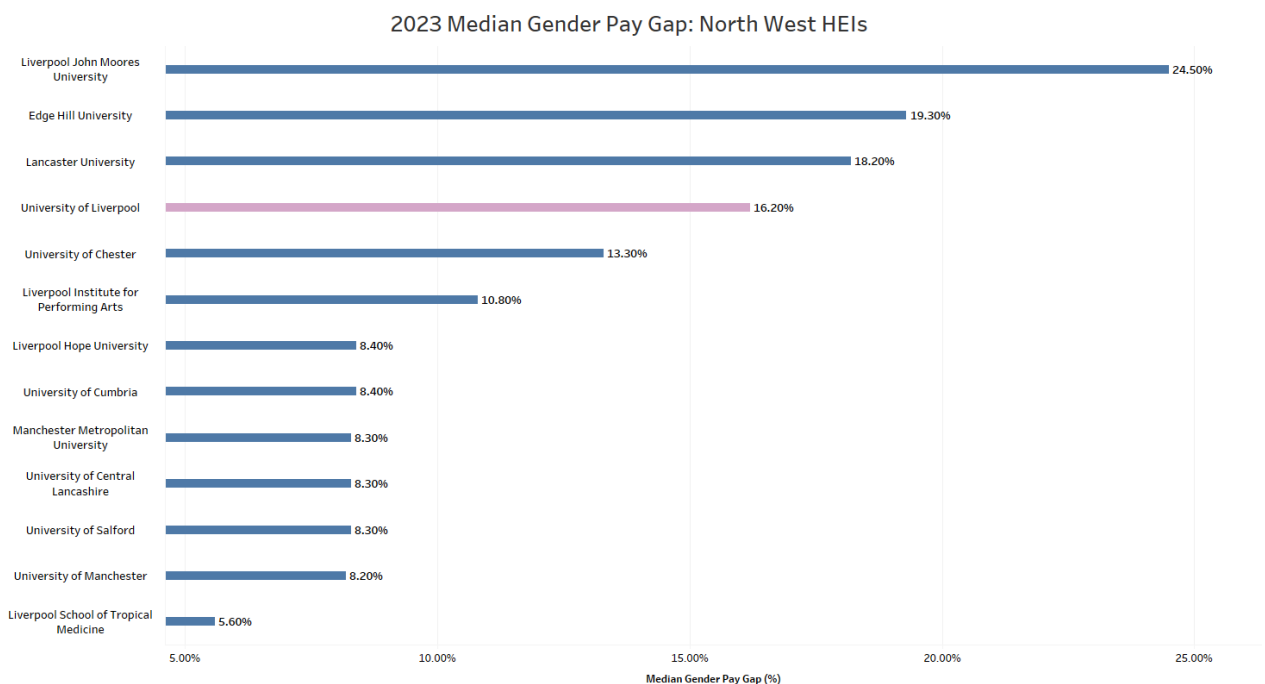


Fig 1: 2023 GPG Median Comparison - Northwest Universities

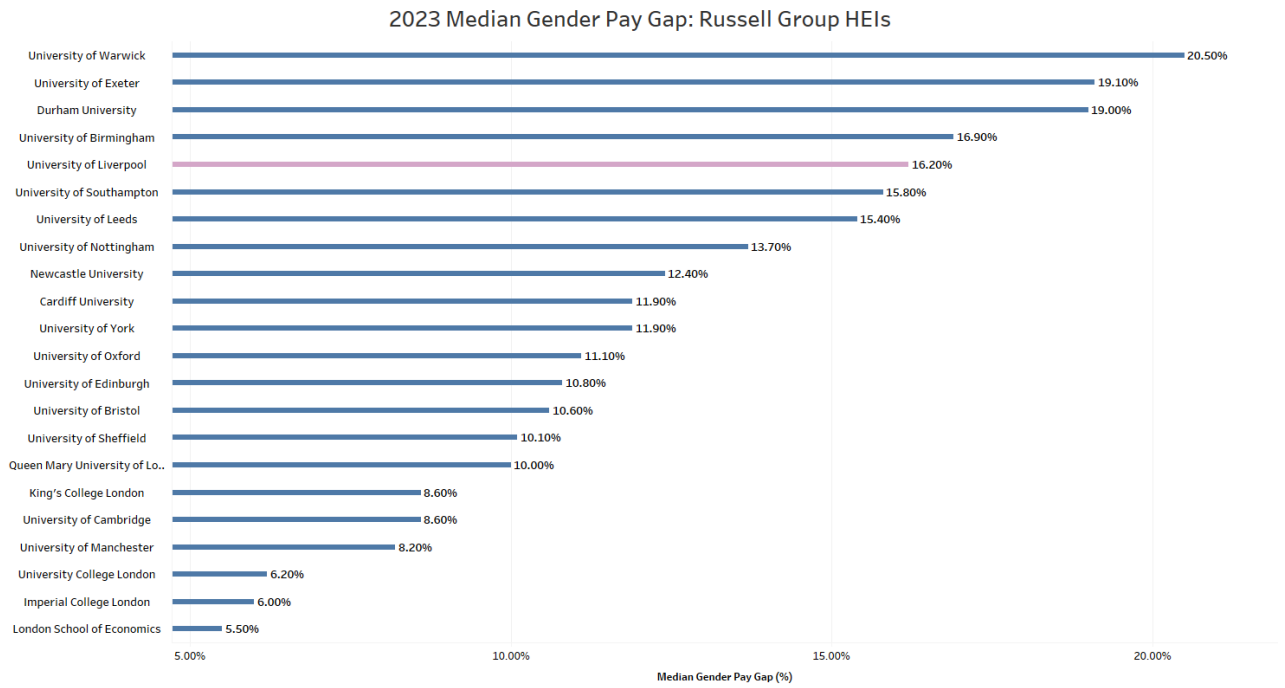


Fig 2: 2023 GPG Median Comparison - Russell Group

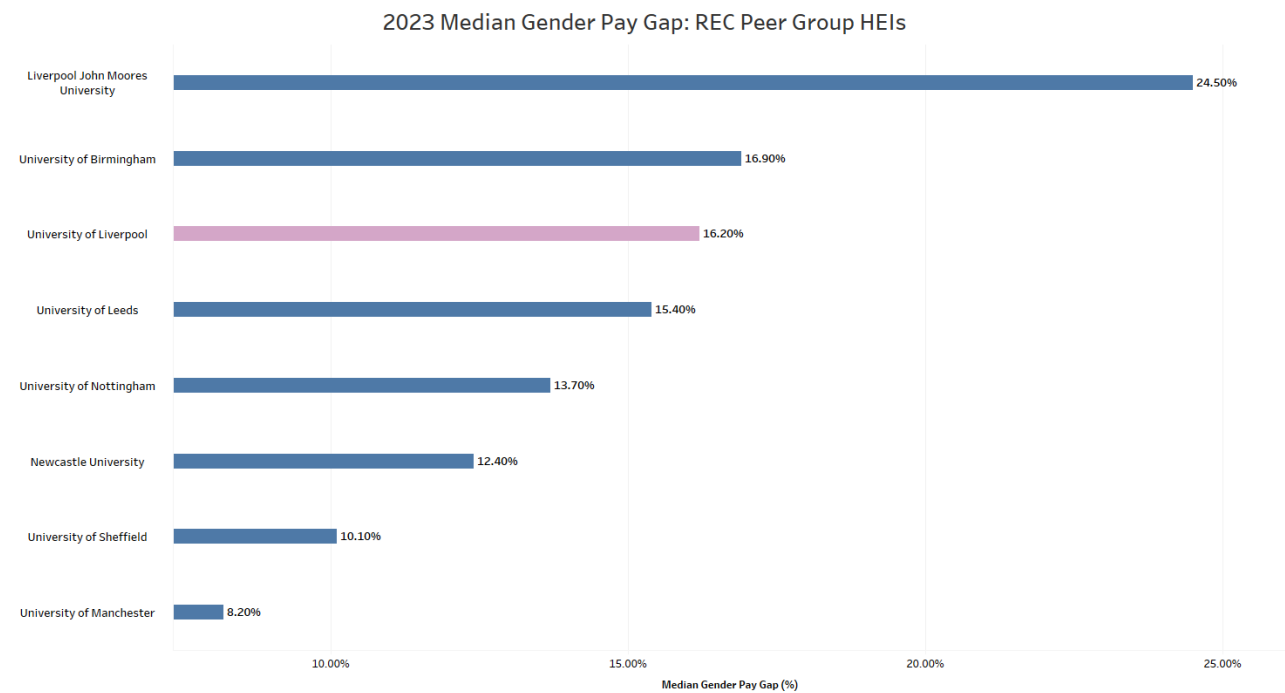


Fig 3: 2023 GPG Median Comparison – Race Equality Charter (REC) Peer Group