



LIVERPOOL
HOPE
UNIVERSITY

1844

Liverpool Hope University Gender Pay Gap Report 2022



Introduction



Liverpool Hope University in line with its Equality and Diversity ambitions remains committed to seeking and ensuring that all individuals:

- are treated with respect and dignity
- find it possible to participate fully in the life of the University
- are recognised for the varied contributions that contribute to Hope's mission
- have equal access to opportunities so as to maximise their personal, academic and professional development

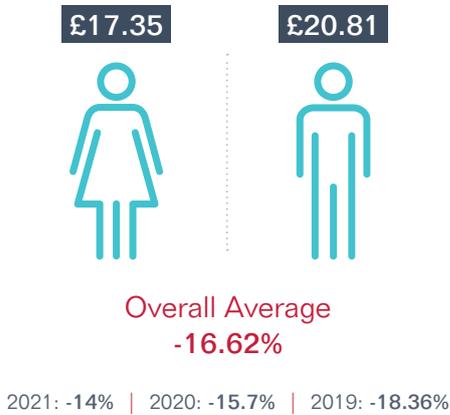
We are committed to creating an inclusive workplace where employees of all backgrounds are treated equally and can contribute fully to our vision and goals.

This is the sixth Gender Pay Gap report and comparative data is detailed. There remains a gender pay gap at the University. The cause of the gap remains varied and the contextual factors and analysis undertaken are key in understanding the difference. Hopeworks student engagement continues to skewer significantly the overall gap especially the median, whilst the disproportionate gender split favouring male staff at Professorial and Head of School/ Department remains the significant issue producing a gap amongst academic staff. Positively recent senior appointments will offset this and impact on next year's reporting.

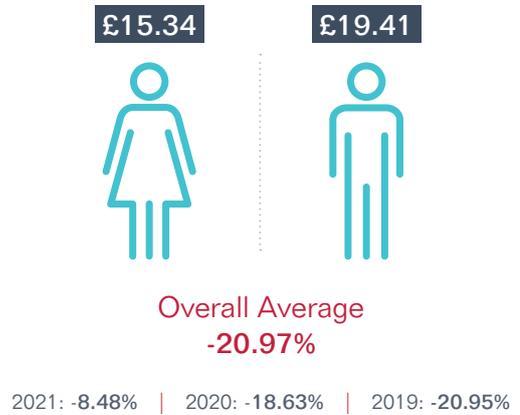
Andy Catterall
Director Personnel

Gender pay gap data

1. Gender pay gap as a **mean** average:



2. Gender pay gap as a **median** average:



3. Bonus gender pay gap as a **mean** average:



4. Bonus gender pay gap as a **median** average:



5. Proportion of males and females receiving a bonus payment:



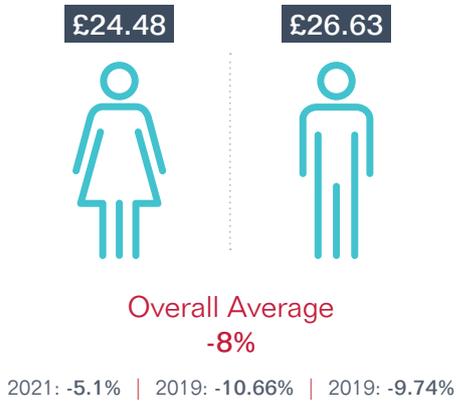
6. Proportion of males and females according to quartile pay bands.

Upper Quartile	120 (51%)	114 (49%)
Upper Middle Quartile	140 (60%)	94 (40%)
Lower Middle Quartile	138 (59%)	96 (41%)
Lower Quartile	178 (76%)	57 (24%)

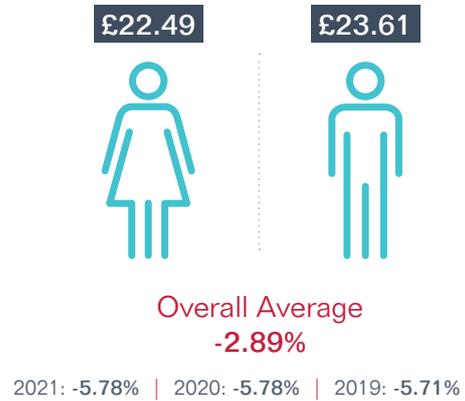
Gender pay gap data

Academic and Core Support Staff*

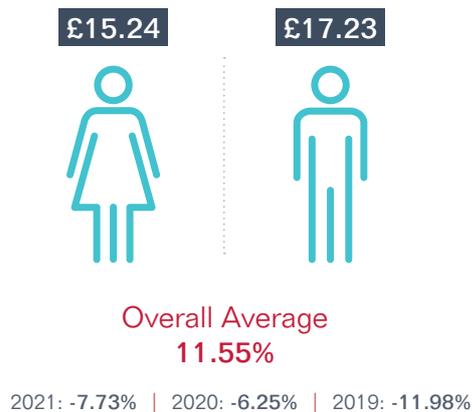
7. Academic staff gender pay gap as a mean average:



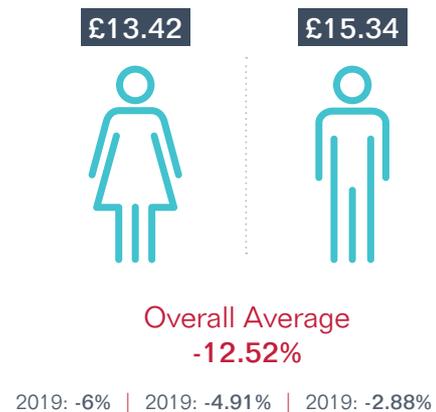
8. Academic staff gender pay gap as a median average:



9. Support staff gender pay gap as a mean average:



10. Support staff gender pay gap as a median average:



*Gender pay gap data without the inclusion of Hope Works Student Staff.

Findings

Mean and Median hourly rates of pay

Data set 1 and 2 illustrate the gender mean and median pay gap based on the hourly rate of ordinary pay. The University has a Gender Pay Gap of 16% (mean average) up from 14% in 2021, and 20.97% (median average) up from 8.48% in 2021. The figures include the engagement of Hope Works Student employees; please see below for further information.

Gender pay gap in higher education sector

Year	2020	2021	2022
Mean	17.6%	18.3%	17.1%
Median	13.7%	16.2%	13.7%
All sectors (mean)	13.9%	14.9%	13.9%
All sectors (median)	14.9%	15.1%	14.9%

Source ASHE Based on hourly earnings excluding overtime for all employees.

Please note 22 will be amended throughout the year and is provisional.

www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables

Hope Works

In analysing these figures, the significant impact of engaging student workers in casual work to help develop their skills and support their studies again shows a strong causal link to the differences cited. The University continues to encourage a larger uptake in students accessing opportunities. The figure this year has significantly increased as lockdown meant less Hope Work students were engaged last year. This year this group comprised of 16.43% of the population up from 11.32% last year. The gender split within this group was 73% female and 27% male. This population impacts on the female mean and median figure for all staff and impacts the mean and median pay outcomes of the University as can be seen in this report.

Many universities engage students via Unitemps and therefore do not have this group of staff captured in their data.

Academic and Support Staff excluding Hope Works Student Employees

Data sets 7-10. The Gender Pay Gap excluding Hope Work students for academic staff and inclusive of part time staff and HPL is now 8% up from 5.1% (mean average) in 2021 whilst the median average has reduced from 5.78% to 2.89%. The ONS states that there is a UK 9.9% median gender pay gap for higher education teaching professionals.

The Gender Pay Gap for Support Staff excluding Hope Work Students and inclusive of part time staff is 11.55% up from 7.73% (mean average) in 2021 and 12.52% up from 6% (median average) in 2021.

The University continues to pay the Voluntary Living Wage to its core support staff.

Further Analysis

An analysis of core staff was undertaken as part of the process, which excluded Hope Works, hourly paid staff interns and visiting Professors etc.

The tables below breaks down the mean and median differentials for Gender Pay for core academic and support staff.

Academic Staff

Grade	% Female Staff	Mean	Median
7	59.21	1%	0%
8	61.47%	2%	3%
9	47.22%	1%	3%
10	14.29%	+4%	+4%
Spot	35.71%	28%	33%

Support Staff

Grade	% Female Staff	Mean	Median
1	88.24%	0	0
2	20%	+1%	0
3	46.15%	17%	22%
4	73.17%	6%	0
5	65.08%	0%	0%
6	60%	1%	0%
7	56.25%	1%	3%
8	50%	1%	0%
9	25%	+5%	0%
10	100%	0%	0%
Spot	50%	+5%	+1%

There are two major impacts in the support staff core figures. Firstly from the Campus Services grade 3 roles. These roles receive a shift allowance and of the 31 staff included in the return 87% are male.

Secondly the proportion of female staff at grade 5 and below and notably at grades one and four creates a long tail that impacts on the overall median.

For academic staff the significant impact happens at the spot range including Professorial and Executive team appointments with more males in these senior roles including Vice Chancellor and Deputy Vice Chancellor for this pay period.

Bonus Gender Pay

Data set 3 and 4 illustrate the gender mean and median bonus pay gap. The University has a Gender Pay bonus pay gap of 48 08 down from 65.76% (mean average) in favour of females. The University's gender pay bonus median gap is 34.62% up from 0%. There main reason for this is the a considerable number of staff who receive the attendance bonus at grade 3 and below are female in part time role and thus have a pro rata payment based on their FTE.

Data set 5 shows that 9,04% down from 12.09% of eligible female staff and 7.48% down from 9.15% of eligible male staff received a bonus payment.

Pay Quartiles

Data set 6 shows the different proportion of male and female staff according to quartile pay bands. The lower quartile comparison for the reasons highlighted remains the same as the previous year with 76% of individuals here being female. This is significantly disproportionate in comparison to the other three quartiles.

Actions we are taking

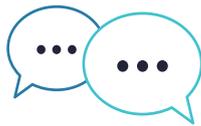
The University and the senior leadership team are committed to fair pay irrespective of gender. We will continue to build on actions and initiatives including:



➔ In Spring 2022, the University convened the Women in Leadership Group chaired by DVC Dr Penny Haughan, consisting of both male and female senior staff from Hope, the University Chancellor, a member of the Governing Council and external colleagues.



➔ The group has produced a full report with recommendations to support the advancement of female academic colleagues, both through the normal academic promotion and recruitment routes to Professor and also through academic leadership in a variety of roles leading to Head of School/Department. The full report can be viewed here: www.hope.ac.uk/gateway/staff/personnel/equalitydiversityandinclusion

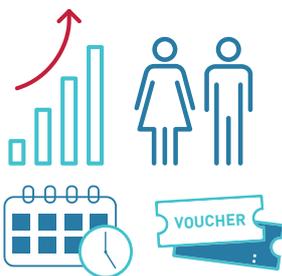


➔ Continue to liaise with various stakeholders including Trade Union partners to fully consider other appropriate initiatives.

➔ An ongoing review of staff demographic profile inclusive of gender is taking place which will shape future recruitment initiatives.

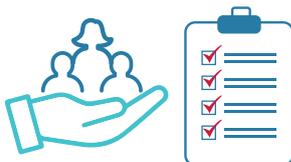


➔ Continuing to participate in the Aurora women only leadership programme aimed at women from both support and academic areas.

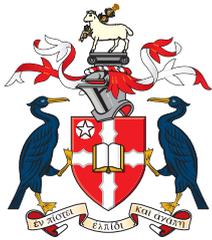


➔ Continued monitoring of starting pay and pay on promotion to ensure fairness to both genders.

➔ Continue to ensure Flexible working practices promote equality of opportunity in the workforce e.g. adoption leave, childcare vouchers, flexible working, maternity leave and enhanced maternity pay, parental leave, paternity leave.



➔ Continue to ensure that all HR policies and procedures are inclusive.



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