



LIVERPOOL  
HOPE  
UNIVERSITY  
1844

# LIVERPOOL HOPE UNIVERSITY GENDER PAY GAP REPORT 2017



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TEF  
Gold



# 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.

We believe that having a diverse culture generates diversity of thought, innovative solutions, higher levels of engagement in our employee base and ultimately better outcomes for our students.

We acknowledge in this report that there is a gender pay gap at the University. The cause of the gap is varied and the contextual factors and analysis undertaken are key in understanding the position and the factors that account for the difference. Whilst some of these factors are broader societal and systematic trends that affect female staff, we have a responsibility based on the University mission and its support for social justice to seek to improve the situation where possible. The gender pay gap details along with other information provides valuable insight into the actions needed to achieve this.

It remains the University's committed position that all employment decisions, including those related to recruitment, promotion and remuneration are based on an individual's skills, abilities, performance and behaviour and how these relate to the requirements of the University's strategic and operational needs.

**Andy Catterall**  
Director Personnel

# CONTEXT



**Liverpool Hope University's gender pay gap report has been calculated in line with government regulations.**

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

To comply with equal pay legislation, we operate a recognised job evaluation scheme that covers all posts on the nationally recognised pay spine. This is complimented by periodic equal pay audits<sup>1</sup> to ensure that our pay structure remains transparent and free from gender bias. The last equal pay audit was completed for 2015/16.

The overall finding of the audit in line with previous ones was that there were no significant areas of concern.

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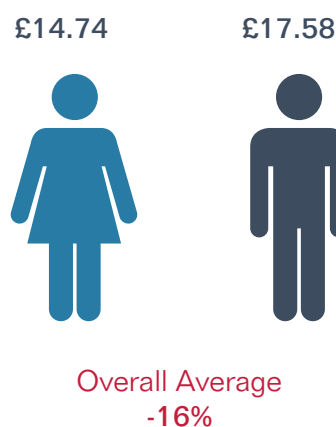
<sup>1</sup>This Audit identified that future ones will include staff above pay point 51

# GENDER PAY GAP DATA

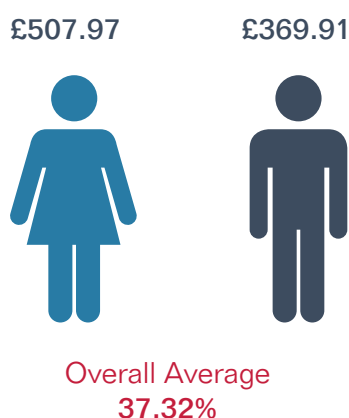
1. Gender pay gap as a **mean** average:



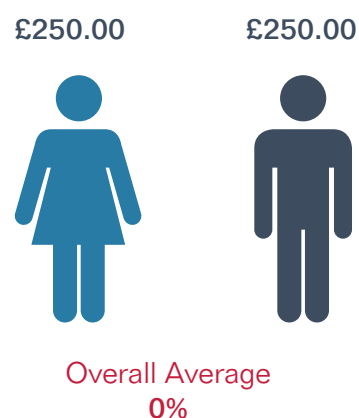
2. Gender pay gap as a **median** average:



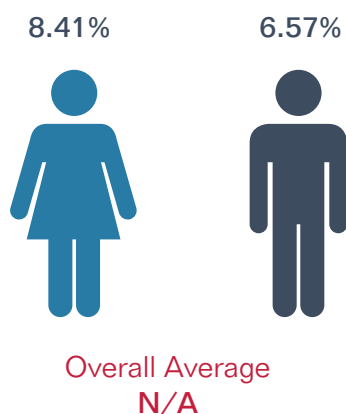
3. Bonus gender pay gap as a **mean** average:











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



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



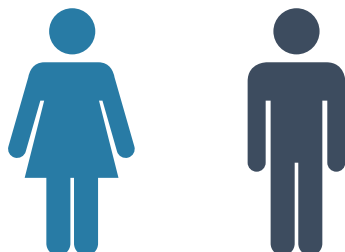
6. Proportion of males and females according to quartile pay bands.

Upper Quartile		123 (46%)		144 (54%)
Upper Middle Quartile		168 (63%)		99 (37%)
Lower Middle Quartile		181 (68%)		86 (32%)
Lower Quartile		170 (64%)		97 (36%)

# GENDER PAY GAP DATA

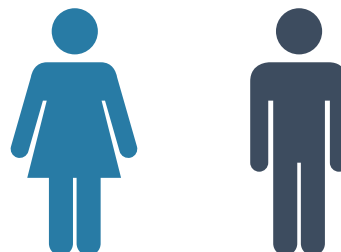
## Academic and Core Support Staff\*

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



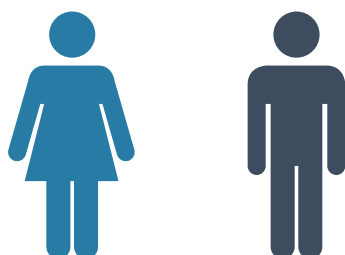
Overall Average  
-9.12%

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



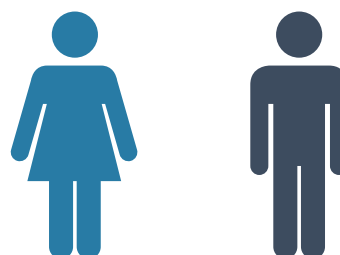
Overall Average  
-8%

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



Overall Average  
-14.7%

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



Overall Average  
-0.48%

\*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 17.42% (mean average) and 16% (median average) in favour of males.

There are two official sources of pay data that can be used to estimate the pay gap at sector level. The ONS data collected through the ASHE based on a sample of 1% of HE employees showed the mean in 2016-17 as 15.5% and the median at 14.3%. HESA collects salary data with certain exclusions such as casual staff and is reported as FTE salary rather than an hourly amount. For 2015/16 a mean of 17.8% and a median of 13.7% were recorded.

## Hope Works Student Employees

In analysing these two figures, what becomes apparent is the significant impact of engaging student workers in casual work to help develop their skills and support their studies. This group comprised of 14.3% of individuals captured in the report. These engagements are normally paid regardless of their age (i.e. 18-20) at the national minimum rate for 21-24 year olds. Within this group, 63% of students engaged are female.

## Academic and Support Staff excluding Hope Works Student Employees

Data sets 7-10 show gender mean and median gaps when the student group are excluded. The Gender Pay Gap excluding Hope Work students for academic staff and inclusive of part time staff is 9.12% (mean average) and 8% (median average) in favour of males. The Gender Pay Gap for Support Staff excluding Hope Work Students and inclusive of part time staff is 14.7% (mean average) and 0.48% (median average) in favour of males.

The University is committed to continuing to engage Hope Work students for the reasons highlighted above. This commitment is likely to continue to impact on Gender Pay Gap outcomes at the University.

The differential in academic pay can be attributed to more male staff being in the higher graded academic roles. The differential in support staff can be attributed to occupational segregation in grades 1 to 3 where 68% of the roles are occupied by female staff.

## 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 37.32% (mean average) in favour of females. The University's gender pay bonus median has 0.48% differential between male and female staff.

Data set 5 shows that 8.41% of eligible female staff and 6.57% 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 data shows more males in the upper quartile in comparison to females and the reverse in the lower pay quartile.

# 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:



- ➔ Seeking to obtain Athena Swan via the submitted application for Bronze Institution award in November 2017 and drive forward the agreed action plan which covers initiatives and interventions aiming to recruit, develop and promote women throughout the organisation.



- ➔ Continuing to participate in the Aurora women only leadership programme aimed at women from both support and academic areas. Of the 23 individuals who have completed the programme, fourteen have been promoted internally and three have left for external promotion.



- ➔ The continued support for Liverpool Hope Women's Network for Leadership Development. Established in 2015, the Women's network has a steering group made up of staff from across the university and meets on a monthly basis over lunch to discuss a variety of gender-related topics. Each year we organise a series of "inspirational speakers" where we invite women from a range of backgrounds and experiences to come and talk to us about how they got to where they are, how they overcame challenges etc.



- ➔ Ensuring 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.



- ➔ Ensure that all HR policies and procedures are inclusive.

## FOR MORE INFORMATION PLEASE CONTACT

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