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Liverpool Hope University

Gender Pay Gap

Report 2024

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Liverpool Hope University Gender Pay Gap Report 2024

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 seventh 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.

Hope Work student engagement continues to skew the overall gap. It is anticipated that senior female appointments made subsequent to March 2024 to the executive will impact positively in future reporting.

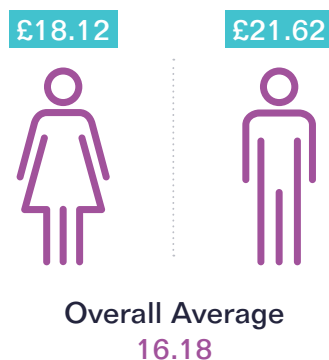
Andy Catterall
Director People Services

Gender pay gap data

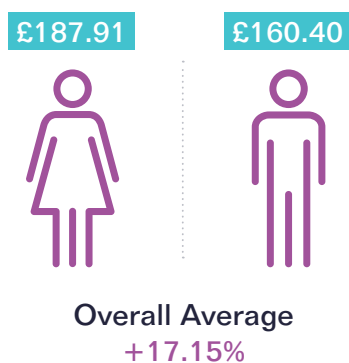
1. Gender pay gap as a **mean** average:



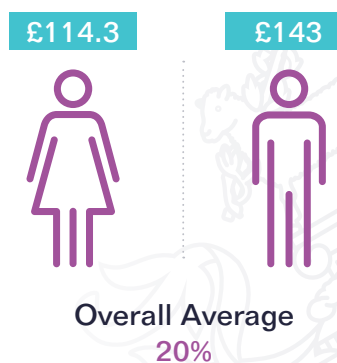
2. Gender pay gap as a **median** average:



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		108 (49%)		111 (51%)
Upper Middle Quartile		120 (55%)		98 (45%)
Lower Middle Quartile		127 (58%)		92 (42%)
Lower Quartile		151 (69%)		68 (31%)

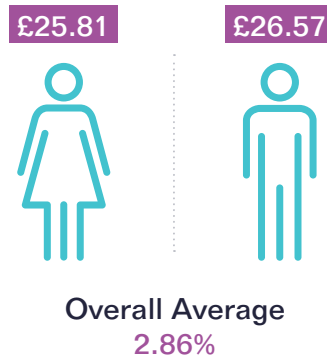
Gender pay gap data

Academic and Core Professional Services*

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



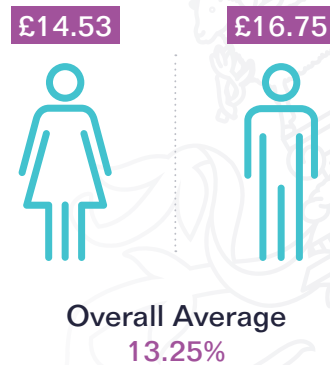
8. Academic staff gender pay gap as a **median** average:



9. Professional Services gender pay gap as a **mean** average:



10. Professional Services 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 11.22% (mean average) up from 10.07% in 2023, and a 16.18% (median average) up from 8.39% in 2023. The figures include the engagement of Hope Works Student employees; please see below for further information.

Gender pay gap in higher education sector

Year	2021	2022	2023*	2024*
University Mean	14%	16.6%	10%	11%
University Median	8%	21%	8%	16%
Academic mean*	5%	8%	3%	4%
Academic median*	6%	3%	5%	3%
Professional Service mean*	8%	12%	7%	10%
Professional Services median*	6%	13%	9%	13%

*Excludes Hope Works

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. This year saw 13.82% of Hope Work students being captured under the dataset down from 14.2% previously. The gender split within this group was 63.63% female and 36.37% 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 Professional Services 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 3.7% up from 3.06% (mean average) in 2023 whilst the median average sits at 2.86% down from 5.44% last year. The ONS provisionally states that there is a UK 13.1% median gender pay gap in the UK for all staff, The provisional figure for higher education teaching professionals is 9.8%. Higher education teaching professionals deliver lectures and teach students to at least first degree level, undertake research and write journal articles and books in their chosen field of study as defined by the ONS Standard occupational classification.

Please note these figures are subject to change when once all returns for 2024 are completed in April 2025.

The Gender Pay Gap for Professional Services excluding Hope Work Students and inclusive of part time staff is 9.9% up from 6.58% (mean average) in 2023 and a 13.25 up from 9.37% (median average) in 2023.

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 Professional Services. A plus sign indicates a positive gap for female staff.

Academic Staff

Grade	% Female Staff	Mean	Median
7	55.56%	+1%	+1%
8	56.91%	1%	0%
9	42.86%	5%	0%
10	25%	+1%	1%
Spot	40%	+23%	14%

Professional Services

Grade	% Female Staff	Mean	Median
1	84.31%	0%	1%
2	25%	0%	0%
3	35%	17%	20%
4	75.68%	+2%	+4%
5	48.33%	6%	0%
6	65%	1%	+4%
7	61.29%	6%	3%
8	53.85%	+3%	0%
9	44.44%	0%	1%
10	0%	0%	0%
Spot	66.67%	3%	10%

As to be expected with a full job evaluation system determining pay rates for the 51-point spine the percentage difference for most grades is low and dependent on the pay point within the grade pre incrementation.

There is one notable exception is for the 60 Professional Services staff at grade 3. This is related to the demographic of staff who perform the role of Campus Operative and receive a shift allowance of 16% to cover unsocial hours working. Twenty nine of the thirty role holders are male. The remaining 30 staff at grade 3 sees a split of 20 female and 10 male staff respectively none of whom receive an allowance as they do not work unsocial hours.

There remains a double digit median gap for both academic and professional service colleagues on spot salary. It is anticipated that appointments during the last 12 months will improve these percentages in the next report 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 differential of 17.15% (mean average) in favour of females. The University's gender pay bonus median gap however is 20%. The differential is due to the absence scheme award that is paid to part time staff on a pro rota basis. The majority of those at grade 3 and below who are eligible within this group are part time female staff.

Data set 5 shows the percentage of eligible staff receiving a bonus for this period.

Pay Quartiles

Data set 6 shows the different proportion of male and female staff according to quartile pay bands. The disparity between female and male staff in the lower quartile remains significant and impacts on the outcomes.



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:

- ➔ The University is committed to seeking Athena Swan accreditation.



- ➔ Continue to liaise with various stakeholders including Trade Union to consider initiatives put forward.



- ➔ Support Faculty and Departmental Business Plans to promote EDI people targets.

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

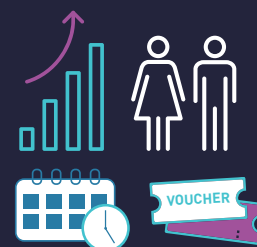


- ➔ Continued monitoring of starting pay and pay on promotion to ensure fairness to both genders.



- ➔ To review promotion processes for academic staff and widen the pool of opportunity.

- ➔ Continue to ensure Flexible working practices and promote equality of opportunity in the workforce e.g. agile working, new carers and menopause policies, 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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