



LIVERPOOL HOPE
UNIVERSITY
175 YEARS OF ACADEMIC
EXCELLENCE

LIVERPOOL HOPE UNIVERSITY GENDER PAY GAP REPORT 2020



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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.

This is the fourth Gender Pay Gap report and comparative data from 2017, 2018 and 2019 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. This report along with other information provides valuable insight into the ongoing actions needed to address this gap.

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

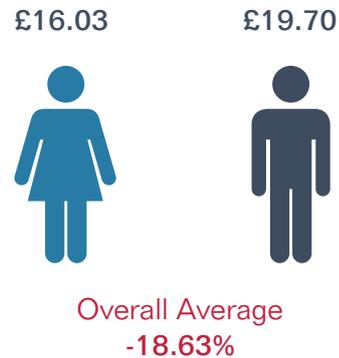
GENDER PAY GAP DATA

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



2019: -18.36% | 2018: -14.73% | 2017: -17.43%

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



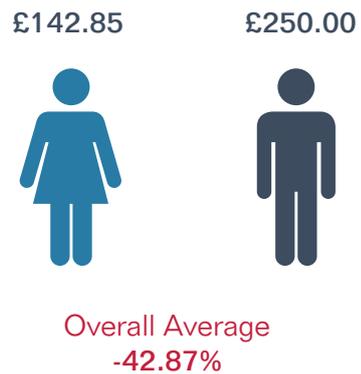
2019: -20.95% | 2018: -25.39% | 2017: -16%

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



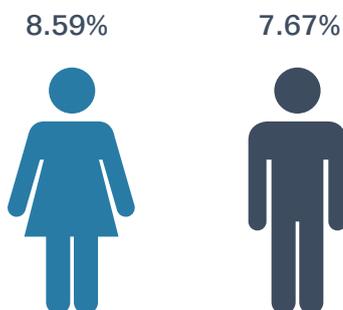
2019: +42.7% | 2018: +64.15% | 2017: +37.32%

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



2019: -42.87% | 2018: -34% | 2017: 0%

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



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

Upper Quartile	107 (48%)	117 (52%)
Upper Middle Quartile	144 (64%)	81 (36%)
Lower Middle Quartile	164 (73%)	61 (27%)
Lower Quartile	132 (59%)	93 (41%)

GENDER PAY GAP DATA

Academic and Core Support Staff*

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



Overall Average
-10.66%

2019: -9.74% | 2018: -6.32% | 2017: -9.12%

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



Overall Average
-5.78%

2019: -5.71% | 2018: -1.92% | 2017: -8%

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



Overall Average
-6.25%

2019: -11.98% | 2018: -6.37% | 2017: -14.7%

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



Overall Average
-4.91%

2019: -2.88% | 2018: -0.63% | 2017: -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 15.7% (mean average) down from 18.36 in 2019, and 18.63% (median average) down from 20.95% in 2019 in favour of males. The figures include the engagement of Hope Works Student employees; please see below for further information.

Gender pay gap in higher education sector

Year	2015-16	2016-17	2017-18	2018-19	2019-20
Mean	14.1%	15.5%	16.1%	15.9%	17.7%
Median	14.8%	14.3%	15.0%	15.5%	13.6%
All sectors (median)	18.2%	18.4%	17.8%	17.4%	15.5%

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

Hope Works Student Employees

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 group comprised of 13.7% of the population down from 19.87%. 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, 69.91% of students engaged are female down from 71.15%. This population impacts on the female mean and median figure for all staff. The 2019 report stated:

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.

This will continue to be the case for the near future and will continue to impact on the headline figures. 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 10.66% up from 9.74% (mean average) in 2019 and 5.78% up from 5.71% (median average) in 2019 in favour of males. The ONS states that there is a UK 9.9% mean 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 6.25% down from 11.98% (mean average) in 2019 and 4.91% up from 2.88% (median average) in 2019 in favour of males.

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.

Academic Staff

The table below breaks down the mean and median differentials for Gender Pay for core academic staff. The significant difference continues to take place at grade 10/spot salaries with more senior positions being held by males.

Grade	% Female Staff	Mean	Median
7	63.03	- 0.14%	0%
8	52.68%	-1.74%	- 9.76%
9	38.2%	-3.27%	-2.91%
10	20%	0%	0%
10/Spot	28.57%	-11%	-13%

Support Staff

In predominantly support roles at grade 6 and below 64.7% of the population were female staff. Significant gender disparities were seen at grade 1 with 89.1% of staff being female. These roles are in sourced domestic services and predominantly part time roles. Within grade 4, female staff occupied 72.6% of the roles. These roles are predominantly administrative.

From grade 7 to 9, female staff occupy 44% of roles. When we review the support senior roles at grade 10 and beyond female staff occupy 67% of the roles, with a mean gender pay gap of – 7%. On Support staff spot salaries only there is a 6% pay gap in favour of 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 3.42.70 (mean average) in favour of females. The University’s gender pay bonus median has a 42.87% differential between male and female staff. The median differential is due to female staff in part time roles receiving pro rata bonus payments

Data set 5 shows that 8.59% of eligible female staff and 7.67% 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 in the report shows a gap of 75% 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:



- ➔ Continued development of creating an appropriate pipeline of female staff for future middle management and senior roles through various initiatives.
- ➔ Review impact of Covid on recruitment patterns and promotion processes to ensure no negative impacts.
- ➔ Review and action any issues arising from REF submission and EIA.
- ➔ Continue to liaise with various stakeholders including Trade Union partners to fully consider other appropriate 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.

FOR MORE INFORMATION PLEASE CONTACT

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