

LIVERPOOL  
HOPE  
UNIVERSITY

1844

# LIVERPOOL HOPE UNIVERSITY GENDER PAY GAP REPORT 2021



# 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 fifth 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. This report along with other information provides valuable insight into the ongoing actions needed to address this gap.

**Andy Catterall**  
Director Personnel

# GENDER PAY GAP DATA

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

£17.92



£20.85



Overall Average  
-14%

2020: -15.7% | 2019: -18.36% | 2018: -14.73% | 2017: -14.73%

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

£18.03



£19.70



Overall Average  
-8.48%

2020: -18.63% | 2019: -20.95% | 2018: -25.39% | 2017: -16%

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

£347.30



£209.52



Overall Average  
+65.76%

2019: +3.73 | 2019: +42.7% | 2018: +64.15% | 2017: +37.32%

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

£250.00



£250.00



Overall Average  
0%

2020: -42.87% | 2019: -42.87% | 2018: -34% | 2017: 0%

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

12.09%



9.15%



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

Upper Quartile	 113 (52%)	 105 (48%)
Upper Middle Quartile	 135 (62%)	 84 (38%)
Lower Middle Quartile	 132 (60%)	 87 (40%)
Lower Quartile	 166 (76%)	 52 (24%)

# GENDER PAY GAP DATA

## Academic and Core Support Staff\*

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

£24.98



£26.32



Overall Average  
**-5.1%**

2019: -10.66% | 2019: -9.74% | 2018: -6.32% | 2017: -9.12%

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

£22.15



£22.82



Overall Average  
**-5.78%**

2020: -5.78% | 2019: -5.71% | 2018: -1.92% | 2017: -8%

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

£15.17



£16.44



Overall Average  
**-7.73%**

2020: -6.25% | 2019: -11.98% | 2018: -6.37% | 2017: -14.7%

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

£13.05



£13.88



Overall Average  
**-6%**

2019: -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 14% (mean average) down from 15.7% in 2020, and 8.48% (median average) down from 18.63% in 2020. The figures include the engagement of Hope Works Student employees; please see below for further information.

### Gender pay gap in higher education sector

Year	2019	2020	2021
Mean	16%	17.6%	18.3%
Median	15.9%	13.7%	16.2%
All sectors (mean)	16.3%	13.9%	14.9%
All sectors (median)	17.4%	14.9%	15.4%

Source ASHE Based on hourly earnings excluding overtime for all employees. Please note 20/21 will be amended throughout the year and is provisional. <https://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. Due to lockdown less Hope Work students were engaged than in other years. This has clearly reduced the median figure for the University in comparison to previous years and further emphasises the impact on the annual reporting figures as identified each year. This group comprised of 11.32% of the population. The gender split within this group was 81% female and 19% 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 Works students for academic staff and inclusive of part time staff and HPL is now 5.1% down from 10.66% (mean average) in 2020 whilst the median average has remained static at 5.78%. 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 Works students and inclusive of part time staff is 7.73% up from 6.25% (mean average) in 2020 and 6% up from 4.91% (median average) in 2020.

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	63.09%	0.%	+1.46%
8	56.86%	- 3.91%	- 4.32%
9	38.71%	-2.59%	-2.64%
10	0%	0%	0%
Spot	35.71%	-26.3%	-25.99%

### Support Staff

In support roles between grade 4 and 6, 66.15% of the population were female staff. Significant gender disparities were seen at grade 1 with 88.89% of staff being female. These roles are in sourced domestic services and predominantly part time roles.

From grade 7 through to spot, female staff occupy 54.9% of roles. On support staff spot salaries there is a 6.15% pay gap in favour of female staff.

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### 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 65.76% (mean average) in favour of females. The University's gender pay bonus median is 0%.

Data set 5 shows that 12.09% of eligible female staff and 9.15% of eligible male staff received a bonus payment.

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### 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 76% significantly disproportionate in comparison to the other three quartiles.

# ACTIONS WE ARE TAKING

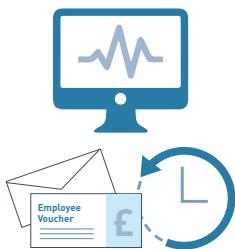
The University and the senior leadership team are committed to fair pay irrespective of gender. We will continue to build on actions and initiatives including:



- Deputy Vice Chancellor initiative pledging to support female leaders of the future.
  - There will also be a renewed focus on finding ways to increase the proportion of women in senior academic leadership roles, to boost the proportion of women applying for academic promotion, and to reduce or remove barriers to women moving through their academic career trajectories at Hope.
  - The project will also see the University apply for an 'Athena Swan' award.
  - Continue to liaise with various stakeholders including Trade Union partners to fully consider other appropriate initiatives.
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- Continuing to participate in the Aurora women only leadership programme aimed at women from both support and academic areas.
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- 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.
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- Continue to ensure that all HR policies and procedures are inclusive.
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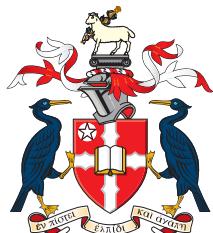
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