



LIVERPOOL
HOPE
UNIVERSITY

1844

Liverpool Hope University

Gender Pay Gap

Report 2023



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.

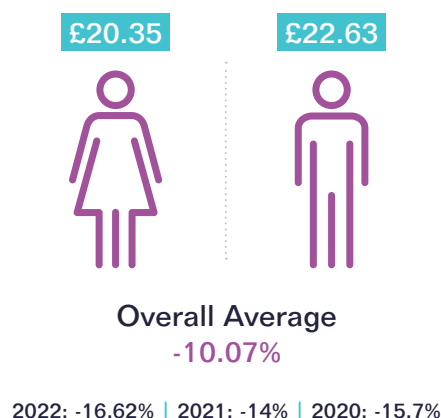
The cause of the gap remains varied and the contextual factors and analysis undertaken are key in understanding the difference.

Hope Work student engagement continues to skew the overall gap. Positively there has been a reduction in the gap driven by recent senior appointments and promotions resulting in when excluding Hope Works a mean gender pay gap of 7.87%.

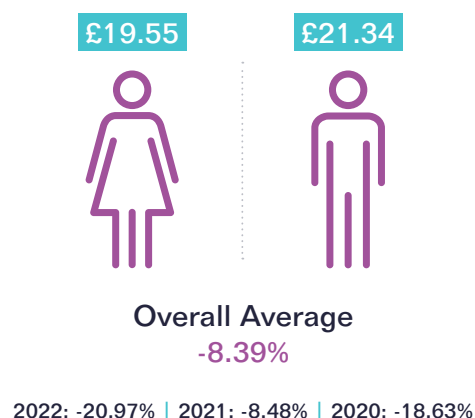
Andy Catterall
Director Personnel

Gender pay gap data

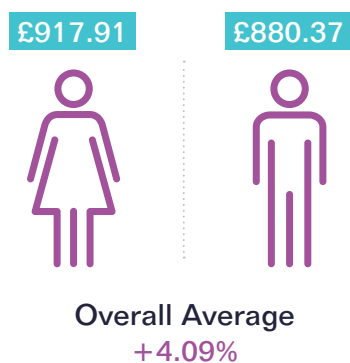
1. Gender pay gap as a **mean** average:



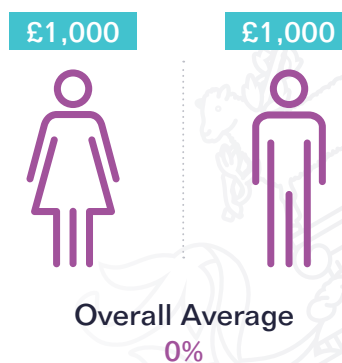
2. Gender pay gap as a **median** average:



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:



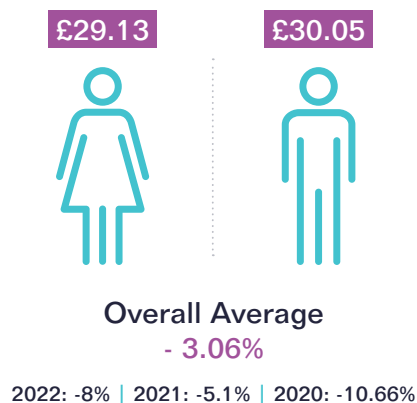
6. Proportion of males and females according to quartile pay bands.

Upper Quartile	117 (52%)	108 (48%)
Upper Middle Quartile	129 (57%)	97 (43%)
Lower Middle Quartile	137 (61%)	88 (39%)
Lower Quartile	148 (66%)	77 (34%)

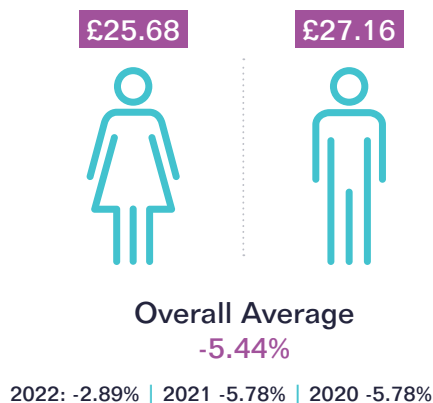
Gender pay gap **data**

Academic and Core Professional Services*

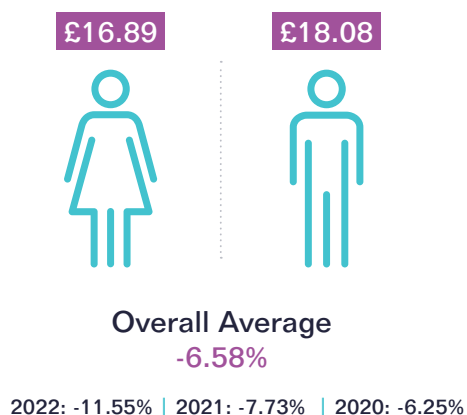
7. Academic staff gender pay gap as a **mean** average:



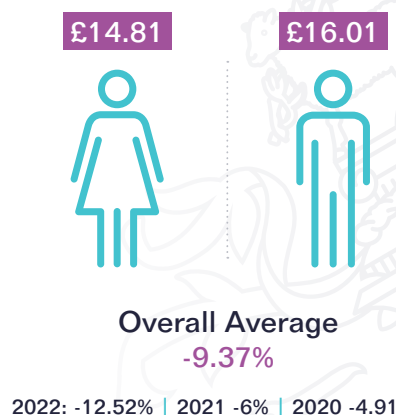
8. Academic staff gender pay gap as a **median** average:



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 10.07% (mean average) down from 16.62% in 2022, and 8.39% (median average) down from 20.97% in 2022. 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*	2023*
Mean	18.3%	17.1%	14.8%	14.8%
Median	16.2%	13.7%	10%	10%
All sectors (mean)	14.9%	13.9%	13.2%	13.2%
All sectors (median)	15.1%	14.9%	14.3%	14.3%

*Source ASHE Based on hourly earnings excluding overtime for all employees. Please note 23 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. This year saw 14.2% of Hope Work students being captured under the dataset down from 16.43% previously. The gender split within this group was 66.5% female and 33.5% 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 3.06% down from 8% (mean average) in 2022 whilst the median average sits at 5.44% up from 2.89% last year. The ONS provisionally states that there is a UK 7.4% median gender pay gap for higher education teaching professionals and a 10% mean gender pay gap. The finalised 22 figures stated 10.6% and 12.7% in comparison.

The Gender Pay Gap for Professional Services excluding Hope Work Students and inclusive of part time staff is 6.58% down from 11.55% (mean average) in 2021 and 9.37% down from 12.52% (median average) in 2022.

The University continues to pay the Voluntary Living Wage to its core Professional Services.

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	54.86%	0%	0%
8	61.01%	0%	2%
9	43.24%	1%	+6%
10	16.66%	3%	0%
Spot	42.85%	+27%	3%

Professional Services

Grade	% Female Staff	Mean	Median
1	84.91%	0%	0%
2	20%	2%	2%
3	35.59%	9%	11%
4	74.32%	+2%	+10%
5	57.38%	2%	1%
6	61.4%	+2%	+9%
7	61.76%	2%	9%
8	50%	+3%	1%
9	50%	2%	0%
10	0%	0%	0%
Spot	57.14%	2%	11%

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

Data set 5 shows a significant increase in eligible staff receiving a bonus for this period due to a one off Christmas payment that was available to the majority of staff dependent on certain criteria being met.

Pay Quartiles

Data set 6 shows the different proportion of male and female staff according to quartile pay bands. The lower quartile comparison has dropped from 76% to 66% for female staff. However it remains the most 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:

- ➔ The University is starting the process of seeking Athena Swan accreditation



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



- ➔ Develop Plans to address occupational segregation employment in specific areas of the University

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

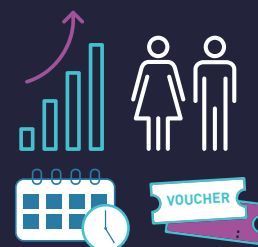


- ➔ Continued monitoring of starting pay and pay on promotion to ensure fairness to both genders.



- ➔ To provide data insights and suggested actions to Faculties, Schools and Departments with significant differentials

- ➔ 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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