



**LIVERPOOL HOPE
UNIVERSITY**
175 YEARS OF ACADEMIC
EXCELLENCE

LIVERPOOL HOPE UNIVERSITY GENDER PAY GAP REPORT 2018



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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 second Gender Pay Gap report and comparative data from 2017 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 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. This report along with other information provides valuable insight into the ongoing 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 to ensure that our pay structure remains transparent and free from gender bias.

The equal pay audit for 2017/18 will be published shortly.

GENDER PAY GAP DATA

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



Overall Average
-14.73%

2017 Overall Average: -17.43%

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



Overall Average
-25.39%

2017 Overall Average: -16%

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



Overall Average
64.15%

2017 Overall Average: 37.32%

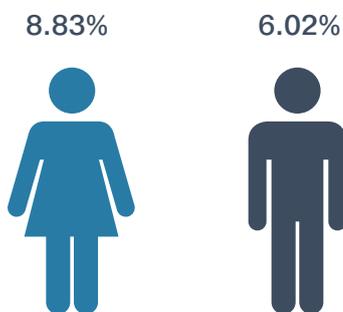
4. Bonus gender pay gap as a **median** average:



Overall Average
-34%

2017 Overall Average: 0%

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



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

Upper Quartile	130 (50%)	129 (50%)
Upper Middle Quartile	150 (58%)	110 (42%)
Lower Middle Quartile	157 (61%)	102 (39%)
Lower Quartile	186 (72%)	74 (28%)

GENDER PAY GAP DATA

Academic and Core Support Staff*

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



Overall Average
-6.32%

2017 Overall Average: -9.12%

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



Overall Average
-1.92%

2017 Overall Average: -8%

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



Overall Average
-6.37%

2017 Overall Average: -14.7%

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



Overall Average
-0.63%

2017 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 14.73% (mean average) down from 17.42% in 2017, and 25.39% (median average) up from 16% in 2017 in favour of males. This mixed picture of the direction of travel is significantly influenced by the engagement of Hope Works Student employees; please see below for further information.

The ONS data collected through the ASHE based on a sample of 1% of HE employees showed the mean in 2017- 18 as 16.1% compared to 15.5% in the previous year, and the median at 15% compared to 14.3% in 2016 -17.

Figures from the Office for National Statistics published last October suggested that the UK gender pay gap for full-time employees had shrunk to 8.6%, an all-time low. For all workers including part-timers, however, it shrunk only slightly from 18.4% in 2017 to 17.9% in 2018.

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 in 2017/18 deliberately sought to encourage a larger uptake in students accessing opportunities. This group comprised of 17.15% of the population. 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, 69.10% of students engaged are female. This population significantly skews the female mean and median figure for all staff. The 2017 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.

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 now 6.32% down from 9.12% (mean average) in 2017 and 1.92% down from 8% (median average) in 2017 in favour of males.

The Gender Pay Gap for Support Staff excluding Hope Work Students and inclusive of part time staff is 6.73% down from 14.7% (mean average) in 2017 and 0.63% up from 0.48% (median average) in 2017 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, contracted services and visiting Professors etc.

In predominantly support roles at grade 6 and below 66.8% of the population were female staff. Significant gender disparities were seen at grade 1 with 87.9% of staff being female. These roles are domestic services and predominantly part time roles. Within grade 4, female staff occupied 77.9% of the roles. These roles are predominantly administrative.

From grade 7 to 10 there is an evenly matched balance within the support services with a slight differential in favour of female staff. When we review the support senior roles beyond grade 10 there is a 50-50 split, with a mean gender pay gap in favour of female staff of 3.57%.

As previously highlighted, the occupational segregation in favour of female staff at grade 6 and below is the main reason for differentials in pay. It should be noted that female staff comprise of 64.16% of core support staff.

Female staff account for 54.8% of core academic roles at grade 7 and 8. However from grade 9 upward there is a differential in favour of senior male academics. Grade 9 sees 59.26% of roles being occupied by male staff.

When we view core senior academic roles beyond grade 10 we have a 2:1 ratio of male role holders. This is a reduced ratio from the previous year of 2.4:1 resulting in a mean gender pay gap in favour of male staff of 21%.

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 64.15 (mean average) in favour of females. The University's gender pay bonus median has a 34% 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 8.83% of eligible female staff and 6.02% 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 an even split in the upper quartile across genders showing a 4%. However, the lower quartile comparison for the reasons highlighted in the report shows a widening gap of 8% from the 2017 data.

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:



- A second phase roll out of targeted training will take place this year focusing on unconscious bias training.
- Continued development of creating an appropriate pipeline of female staff for future middle management and senior roles through various initiatives.
- 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. A new Cohort of 11 will attend this year.
- Of the 35 individuals who have completed the programme, nineteen 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.



- Completion of Equal Pay audit and subsequent action plans will be developed
- 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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