



**Statutory Pay Gap Report 2018:  
Gender; Disability; Ethnicity; and Sexuality Pay Gaps**

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## 1. Statement from the Vice Chancellor

Here at the University of Liverpool, we are committed to improving equality for staff and students and increasing our diversity as an institution. These values are enshrined in Strategy 2026 and specifically our People Strategy, and they underpin everything we do.

As part of this we've made great strides in our work around gender equality, and we're at the start of a journey to achieve a sustainable, long-term approach to the gender pay gap.

This report is an important step in understanding the factors influencing our pay gap in more detail and developing on our action plan designed to address them.

In order to do that we aim to remove those barriers that persist in stopping women progressing to some senior roles and promote choice for all our staff to seek opportunities across the many roles and careers available to us in the HE sector.

I am hugely proud of our work as a University to advance equality and diversity. I confirm that the information within the report is accurate and will be used to further focus our activity and increase the impact of the work that is already ongoing to create an equal environment for everyone.

Yours sincerely,

Professor Dame Janet Beer

Vice Chancellor



## 2. Statutory Gender Pay Gap Report 2018

The Statutory Pay Gap calculation includes all full time relevant employees in March 2018, after Salary Sacrifice deductions have been made. In addition to the statutory reporting requirements, we have completed further analysis in order to help determine the causes of the gender pay gap.

**Ordinary Pay**, which the mean and median is calculated from, is a calculation of the hourly income of an employee composed of their basic pay, allowances, shift premium pay, and any pay for piecework. Ordinary Pay is calculated from monies received in March 2018.

**Bonus Pay** is any form of money, vouchers, securities, securities options, or interests received by an employee which is awarded as a result of profit sharing arrangements, productivity, performance, incentives or commission. Bonus Pay is calculated from monies received in the 12 months leading up to March 2018.

Where a pay gap number is a positive figure and **black**, this means that there is a pay gap in favour of men, where a number is a negative figure and **red**, this means that there is a pay gap in favour of women. A green arrow indicates a positive change to reduce the pay gap, a red arrow indicates a negative change, and a black arrow indicates a change that is not deemed to be positive or negative.

### 2.1. Statutory Gender Pay Gap

7198 (up from 6817) Full Pay Relevant Employees are included in the Statutory Gender Pay Gap calculation, of which 4015 (55.8%) are female, and 3182 (44.2%) are male.

Table 1: Statutory Gender Pay Gap data

	#F	#M	GPG 2018		GPG 2017
i. Mean Hourly Gender Pay Gap	4015	3182	23.08%	↓	24.57%
ii. Median Hourly Gender Pay Gap	4015	3182	19.00%	↔	19.00%
iii. Mean Bonus Pay Gender Pay Gap	53	64	76.36%	↑	76.16%
iv. Median Bonus Pay Gender Pay Gap	53	64	87.57%	↓	89.95%
v. Proportion of staff in receipt of Bonus Pay:					
a. Proportion of Female staff in receipt of bonus pay			1.32%	↑	1.30%
b. Proportion of Male staff in receipt of bonus pay			2.01%	↔	2.01%

c. Proportion of staff in receipt of bonus pay who are Female	45.3%	↑	44.5%
d. Proportion of staff in receipt of bonus pay who are Male	54.7%	↓	55.5%

Table 2: Mean and Median hourly income and annual bonus income

		Hourly ££ 2018		Hourly ££ 2017
Mean Hourly Pay Rate	Male	£22.88	↑	£22.75
	Female	£17.60	↑	£17.16
Median Hourly Pay Rate	Male	£18.99	↑	£18.68
	Female	£15.38	↑	£15.13
Mean Annual Bonus Pay	Male	£23,261	↓	£24,613
	Female	£5498	↓	£5867
Median Annual Bonus Pay	Male	£12,064	↓	£14,930
	Female	£1500	↔	£1500

#### vi. Proportion of staff on quartile pay bands

The proportion of male and female full pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands:

Table 3: Quartile population

	2018		F	M	2017	
	# Female	# Male			# Female	# Male
<b>Q1 Lower</b>	1275	524	↑	↑	1220	484
<b>Q2 Lower Middle</b>	1158	642	↑	↑	1096	608
<b>Q3 Upper Middle</b>	872	927	↑	↑	815	889
<b>Q4 Upper</b>	710	1089	↑	↑	652	1053

% across gender

	2018		F	M	2017	
	Female ↕	Male ↕			Female ↕	Male ↕
<b>Q1 Lower</b>	31.76%	16.47%	↓	↑	32.25%	15.95%
<b>Q2 Lower Middle</b>	28.84%	20.18%	↓	↓	28.97%	20.70%
<b>Q3 Upper Middle</b>	21.72%	29.13	↑	↓	21.54%	29.30%
<b>Q4 Upper</b>	17.68%	34.22%	↑	↓	17.24%	34.71%

% across quartile

	2018		F	M	2017	
	Female ↔	Male ↔			Female ↔	Male ↔
<b>Q1 Lower</b>	70.87%	29.13%	↓	↑	71.60%	28.40%
<b>Q2 Lower Middle</b>	64.33%	35.67%	↑	↓	64.32%	35.68%
<b>Q3 Upper Middle</b>	48.47%	51.53%	↑	↓	47.83%	52.17%
<b>Q4 Upper</b>	39.47%	60.54%	↑	↓	38.24%	61.76%

We have also analysed the Gender Pay Gap and the hourly income levels for each of these quartiles:

Table 4: Hourly income and Gender Pay Gaps by quartiles

			Hourly ££ 2018	Hourly ££ 2017	GPG 2018	GPG 2017
Mean	Q1 Lower	Male	£9.99	£9.88	0.06% ↓	0.63%
		Female	£9.98	£9.82		
	Q2 Lower Middle	Male	£15.28	£14.99	2.26% ↑	2.25%
		Female	£14.93	£14.65		
	Q3 Upper Middle	Male	£19.29	£18.97	0.27% ↑	-0.33%
		Female	£19.24	£19.03		
Q4 Upper	Male	£36.63	£36.33	8.18% ↓	9.82%	
	Female	£33.63	£32.76			

			Hourly ££ 2018	Hourly ££ 2017	GPG 2018	GPG 2017
Median	Q1 Lower	Male	£9.48	£9.36	0.09%	1.22%
		Female	£9.47	£9.25	↓	
	Q2 Lower Middle	Male	£15.38	£15.13	4.74%	5.26%
		Female	£14.66	£14.33	↓	
	Q3 Upper Middle	Male	£19.35	£18.68	1.83%	-1.46%
		Female	£18.99	£18.95	↑	
Q4 Upper	Male	£32.52	£32.33	9.89%	10.89%	
	Female	£29.31	£28.81	↓		

### 2.1.1. Understanding Bonus Pay

Bonus Pay is defined as any form of money, vouchers, securities, securities options, or interests received by an employee which is awarded as a result of profit sharing arrangements, productivity, performance, incentives or commission.

It includes all forms of bonus received in the 12 month period prior to the statutory snap shot date (1<sup>st</sup> April 2017 to 31<sup>st</sup> March 2018).

The University has 3 categories of bonus which are included in this analysis:

- 1) A contractual bonus
- 2) An Exceptional Performance Award (EPA)
- 3) A Clinical Excellence Award (CEA).

117 employees received a bonus payment between the 1<sup>st</sup> April 2017 and the 31<sup>st</sup> March 2018. 48.7% were Exceptional Performance Awards, 46.2% were Clinical Excellence Awards, and the remaining 5.1% were contractual bonuses awarded to senior managers.

- **Exceptional Performance Awards**

An Exceptional Performance Award is a one-off, non-consolidated payment of £1500 in recognition of exceptional performance that is not normally expected to be sustained for more than a year. An EPA is open to all members of staff and applications are made during the Annual Review process.

Table 6 outlines who received the EPA in the 2016 Annual Review process:

*Table 5: Recipients of Exceptional Performance Awards*

	Female	Male	Total	%F↔	%F↕
CPS	23	11	34	67.7%	59.0%
FHLS	10	2	12	83.3%	25.6%
FHSS	5	0	5	100%	12.8%
FS&E	1	5	6	16.7%	2.6%

	39	18	57	68.4%	
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Clerical	14	5	19	73.7%	35.9%
Clinical	0	0	0	-	-
Manual	0	1	1	0%	-
PMSA	20	7	27	74.1%	51.3%
Research	0	1	1	0%	-
T&R	1	2	3	33.3%	2.6%
T&S	0	0	0	-	-
Technical	4	2	6	66.7%	10.3%

Full Time	33	18	51	64.7%	84.6%
Part Time	6	0	6	100%	15.4%

Fixed Term	4	1	5	80%	10.3%
Permanent	35	17	52	67.3%	89.7%

	Female	Male	Total	%F↔	%F↕
Grade 3	3	0	3	100%	7.7%
Grade 4	0	2	2	0%	-
Grade 5	12	4	16	75%	30.8%
Grade 6	7	2	9	77.8%	18.0%
Grade 7	10	4	14	71.4%	25.6%
Grade 8	4	3	7	57.1%	10.3%
Grade 9	2	2	4	50%	5.2%
Grade 10	1	1	2	50%	2.6%
Clinical	0	0	0	-	

Of the 57 employees who received an EPA in 2017/2018, 68% were female employees. The majority of recipients were Clerical or PMSA staff, largely in Central Professional Services. They were more likely to be on permanent contracts and work full time in grades 5, 6 or 7.

No Clinical or T&S staff received an EPA in 2017/2018 nor any staff on grades 1 or 2.

- **Clinical Excellence Awards**

The Clinical Excellence Awards (CEA) scheme is a NHS reward programme which is intended to recognise and reward consultants who contribute most towards the delivery of safe and high quality care to patients and to the continuous improvement of NHS services. This includes those consultants and senior academic GPs who do so through their contribution to academic medicine. CEA levels range from £3,016 at Level 1 to £77,320 at Level 12 (Platinum). Awards can be made for both local and national contributions to the NHS<sup>1</sup>.

<sup>1</sup> See: <https://www.bma.org.uk/advice/employment/pay/clinical-excellence-awards-for-nhs-consultants>



Clinicians apply for the award through the relevant NHS processes however, the University administers the payment of the award through our payroll.

Legal advice provided by UCEA in January 2018 advised that CEA should be classed as a bonus payment by the University in the Statutory Gender Pay Gap calculations, although there has been some disagreement within the sector regarding whether these payments should be included by universities at all. Until further advice is received CEAs will be included in our figures.

Not all clinical staff will be eligible for a CEA, only those that are consultants. The proportion of clinical staff in receipt of a CEA is:

Table 6: Recipients of Clinical Excellence Awards

		Clinical Staff	Received CEA	% Received CEA	%F/M↕
<b>Female</b>	<b>2017</b>	119	11	9.2%	20%
	<b>2018</b>	109	12	11.0%	21.8%
<b>Male</b>	<b>2017</b>	145	44	30.4%	80%
	<b>2018</b>	147	43	29.3%	78.2%
<b>All</b>	<b>2017</b>	264	55	20.1%	-
	<b>2018</b>	256	55	21.5%	-

The CEAs range from £3K to £77K per year, and the mean and median annual value just of CEA staff are (see: Table 3, page 5 for all bonus pay amounts):

Table 7: Mean and median annual Clinical Excellence Awards pay

	Mean Annual CEA Bonus Pay		Median Annual CEA Bonus Rate	
	Male	Female	Male	Female
<b>2017</b>	£33,346	£18,805	£35,832	£11,944
<b>2018</b>	£33,452	£17,404	£36,192	£12,064

The CEAs are considerable sums which have a significant impact on the University's Bonus Pay Gaps. The pay gaps just for those receiving a CEA is:

Table 8: Bonus pay gaps for those in receipt of CEA only

	# Female	# Male	i. Mean Bonus Pay Gender Pay Gap	ii. Median Bonus Pay Gender Pay Gap
<b>2017</b>	11	44	43.6%	66.7%
<b>2018</b>	12	43	48.0%	66.7%

However, if we omit the CEA from the Bonus calculation, the pay gaps would be:

Table 9: Bonus pay gaps (excluding CEA)

	# Female	# Male	i. Mean Bonus Pay Gender Pay Gap	ii. Median Bonus Pay Gender Pay Gap
<b>2017</b>	37	17	-5.52%	0.00%
<b>2018</b>	41	21	15.93%	0.00%

## 2.2. Gender Pay Gap – Excluding Casual Staff

In order to help us understand the causes of the Gender Pay Gap, we have completed an additional assessment which has excluded the 945 Casual Employees from the assessment. This assists in pinpointing more precisely areas that may be disproportionately adding to the Gender Pay Gap.

Of the remaining 6252 staff, 3399 (54.4%) were female and 2853 (45.6%) were male:

Table 10: Gender Pay Gap (excluding casuals)

	#F	#M	GPG 2018		GPG 2017
i. Mean Hourly Gender Pay Gap	3399	2853	22.16%	↓	24.22%
ii. Median Hourly Gender Pay Gap	3399	2853	16.18%	↓	17.09%
iii. Mean Bonus Pay Gender Pay Gap	53	64	76.36%	↑	76.16%
iv. Median Bonus Pay Gender Pay Gap	53	64	87.57%	↓	89.95%
v. Proportion of staff in receipt of Bonus Pay:					
a. Proportion of Female staff in receipt of bonus pay			1.6%	↑	1.5%
b. Proportion of Male staff in receipt of bonus pay			2.2%	↔	2.2%
c. Proportion of staff in receipt of bonus pay who are Female			45.3%	↑	44.5%
d. Proportion of staff in receipt of bonus pay who are Male			54.7%	↓	55.5%

Excluding Casual staff has only had a marginal improvement on the Mean Pay Gap reducing it from 23.08% to 22.16%; however there is a larger decrease in the Median Pay Gap from 19.00% to 16.18%.

### i. Proportion of staff on quartile pay bands

Removing the Casual staff results in a lower proportion of female staff being in Quarter 2 and Quarter 4 with a corresponding increase in the proportion of men in those areas:

Table 11: Quartile population (excluding casuals)

	2018		F	M	2017	
	# Female	# Male			# Female	# Male
Q1 Lower	1102	461	↑	↑	1085	424
Q2 Lower Middle	948	615	↑	↑	916	594
Q3 Upper Middle	753	810	↑	↑	734	775
Q4 Upper	596	967	↑	↑	550	960

% across gender

	2018		F	M	2017	
	Female ↕	Male ↕			Female ↕	Male ↕
<b>Q1 Lower</b>	32.42%	16.16%	↓	↑	33.03%	15.40%
<b>Q2 Lower Middle</b>	27.89%	21.56%	↑	↓	27.88%	21.58%
<b>Q3 Upper Middle</b>	22.15%	28.39%	↓	↑	22.34%	28.15%
<b>Q4 Upper</b>	17.54%	33.89%	↑	↓	16.74%	34.87%

% across quartile (54% of all staff are female)

	2018		F	M	2017	
	Female ↔	Male ↔			Female ↔	Male ↔
<b>Q1 Lower</b>	70.51%	29.49%	↓	↑	71.90%	28.10%
<b>Q2 Lower Middle</b>	60.65%	39.35%	↓	↑	60.66%	39.34%
<b>Q3 Upper Middle</b>	48.18%	51.82%	↓	↑	48.64%	51.36%
<b>Q4 Upper</b>	36.40%	63.60%	↓	↑	36.42%	63.58%

We have also analysed the Gender Pay Gap and the hourly income levels for each of these quartiles:

Table 12: Hourly income and Gender Pay Gaps by quartiles

			Hourly ££ 2018	GPG 2018
Mean	Q1 Lower	Male	£11.03	0.04%
		Female	£11.03	
	Q2 Lower Middle	Male	£16.21	2.63%
		Female	£15.79	
	Q3 Upper Middle	Male	£20.45	0.20%
		Female	£20.41	
	Q4 Upper	Male	£38.14	7.42%
		Female	£35.31	

			Hourly ££ 2018	GPG 2018
Median	Q1 Lower	Male	£11.05	-0.91%
		Female	£11.15	
	Q2 Lower Middle	Male	£16.48	3.89%
		Female	£15.84	
	Q3 Upper Middle	Male	£19.67	0.54%
		Female	£19.56	
	Q4 Upper	Male	£34.24	9.20%
		Female	£31.09	

### 3. Ethnicity Pay Gap

For the purposes of this report the term BAME refers to all ethnic groups excluding White British. The term 'People of Colour' (PoC) refers to all ethnic groups with the exception of the 'White' category which includes White British, White Irish, White Other, and Gypsy/Traveller.

227 full pay relevant employees had an Unknown/Decline ethnicity and are therefore excluded from the calculation.

#### 3.1. BAME Pay Gap

*White British v BAME*

Of the 6971 full pay relevant employees included in the calculation, 24.85% were BAME and 75.15% were White British:

	#BAME	#White British	EPG 2018		EPG 2017
i. Mean Hourly Ethnicity Pay Gap	1732	5239	-15.46%	↓	-15.85
ii. Median Hourly Ethnicity Pay Gap	1732	5239	-13.22%	↓	-15.50
iii. Mean Bonus Pay Ethnicity Pay Gap	23	94	-123.32%	↑	-81.14
iv. Median Bonus Pay Ethnicity Pay Gap	23	94	-704.26%	↑	-696.26
v. Proportion of staff in receipt of Bonus Pay:					
a. Proportion of BAME staff in receipt of bonus pay			1.34%	↓	1.73%
b. Proportion of White British staff in receipt of bonus pay			1.79%	↓	1.83%
c. Proportion of staff in receipt of bonus pay who are BAME			19.66%	↓	22.73%
d. Proportion of staff in receipt of bonus pay who are White British			80.34%	↑	77.27%

	2018		BAME	White	2017	
	# BAME	# White British			# BAME	# White British
Q1 Lower	284	1459	↑	↑	167	1356
Q2 Lower Middle	321	1422	↓	↑	336	1187
Q3 Upper Middle	567	1176	↑	↑	482	1041
Q4 Upper	560	1182	↑	↓	457	1066

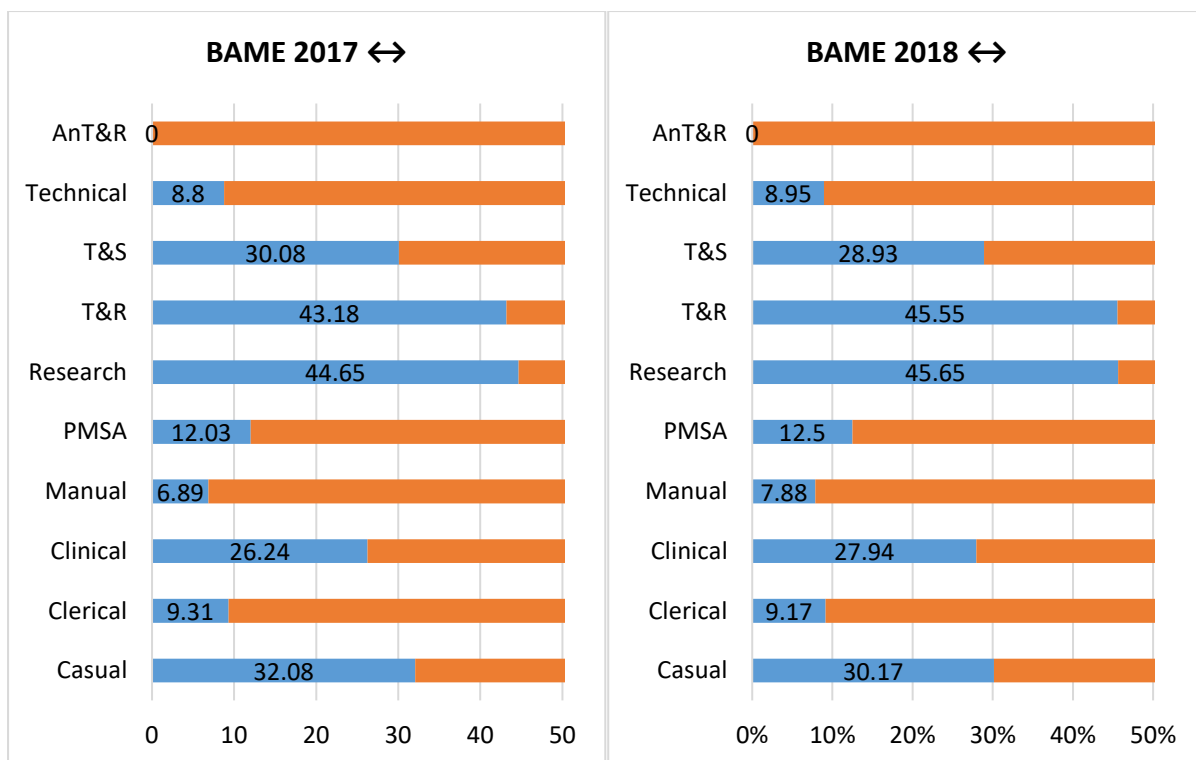
	2018		BAME	White	2017	
	BAME ↕	White ↕			BAME ↕	White ↕
<b>Q1 Lower</b>	16.40%	27.85%	↑	↓	11.58%	29.16%
<b>Q2 Lower Middle</b>	18.53%	27.14%	↓	↑	23.30%	25.53%
<b>Q3 Upper Middle</b>	32.74%	22.45%	↓	↑	33.43%	22.39%
<b>Q4 Upper</b>	32.33%	22.56%	↑	↓	31.69%	22.93%

*% across quartile (25% of All Staff are BAME)*

	2018		BAME	White	2017	
	BAME ↔	White ↔			BAME ↔	White ↔
<b>Q1 Lower</b>	16.29%	83.71%	↑	↓	10.97%	89.03
<b>Q2 Lower Middle</b>	18.42%	81.58%	↓	↑	22.06%	77.94
<b>Q3 Upper Middle</b>	32.53%	67.47%	↑	↓	31.65%	68.35
<b>Q4 Upper</b>	32.15%	67.85%	↑	↓	30.00%	70.00

*Number by Job Group and % across and with ethnicity category*

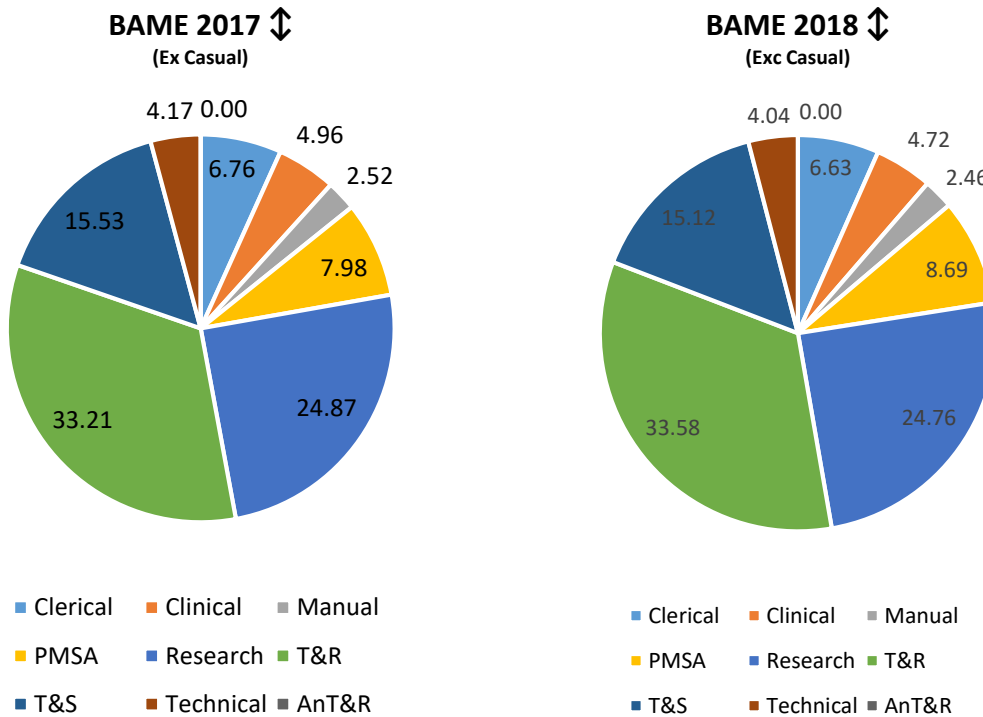
	2018						2017					
	BAME	White	% BAME ↕	% White ↕	%BAM ↔	% Whit ↔	BAME	White	% BAME ↕	% White ↕	% BAME ↔	% White ↔
Casual	270	625	15.59	11.93	30.17	69.83	51	108	3.54	2.32	32.08	67.92
Clerical	97	961	5.60	18.34	9.17	90.83	94	916	6.52	19.70	9.31	90.69
Clinical	69	178	3.98	3.40	27.94	72.06	69	194	4.79	4.17	26.24	73.76
Manual	36	421	2.08	8.04	7.88	92.12	35	473	2.43	10.17	6.89	93.11
PMSA	127	889	7.33	16.97	12.50	87.50	111	812	7.70	17.46	12.03	87.97
Research	362	431	20.90	8.23	45.65	54.35	346	429	23.99	9.23	44.65	55.35
T&R	491	587	28.35	11.20	45.55	54.45	462	608	32.04	13.08	43.18	56.82
T&S	221	543	12.76	10.37	28.93	71.07	216	502	14.98	10.80	30.08	69.92
Technical	59	600	3.41	11.45	8.95	91.05	58	601	4.02	12.92	8.80	91.2
AnT&R	0	7	0.00	0.13	0.00	100	0	7	0.00	0.15	0.00	100



Excluding Casuals: Number by Job Group and % with ethnicity category

	2018				2017			
	BAME	White	%BAME ↕	%White ↕	BAME	White	%BAME ↕	%White ↕
Clerical	97	961	6.63	20.81	94	916	2.07	15.44
Clinical	69	178	4.72	3.86	69	194	1.52	3.27
Manual	36	421	2.46	9.12	35	473	0.77	7.97
PMSA	127	889	8.69	19.25	111	812	2.44	13.69
Research	362	431	24.76	9.34	346	429	7.62	7.23
T&R	491	587	33.58	12.71	462	608	10.17	10.25
T&S	221	543	15.12	11.76	216	502	4.76	8.46
Technical	59	600	4.04	13.00	58	601	1.28	10.13
AnT&R	0	7	0.00	0.15	0	7	0.00	0.12





### 3.2. People of Colour Pay Gap

White (White British, White Irish, White Other, Gypsy) v PoC (Black, Asian, Mixed, Minority Ethnic)

Of the 6971 full pay relevant employees included in the calculation, 10.97% PoC and 89.03% were White:

	#PoC	#White	PoCPG 2018		PoCPG 2017
i. Mean Hourly Ethnicity Pay Gap	765	6206	-3.23	↑	-2.96
ii. Median Hourly Ethnicity Pay Gap	765	6206	-6.03	↑	-2.98
iii. Mean Bonus Pay Ethnicity Pay Gap	11	106	-94.48	↑	-32.98
iv. Median Bonus Pay Ethnicity Pay Gap	11	106	-503.20	↑	-155.94
1. Proportion of staff in receipt of Bonus Pay:					
e. Proportion of POC staff in receipt of bonus pay			1.44%	↓	1.95%
f. Proportion of White staff in receipt of bonus pay			1.71%	↓	1.79%
g. Proportion of staff in receipt of bonus pay who are POC			9.40%	↓	10%
h. Proportion of staff in receipt of bonus pay who are White			90.60%	↑	90%

	2018				2017	
	# PoC	# White	PoC	White	# PoC	# White
<b>Q1 Lower</b>	198	1545	↑	↑	106	1417
<b>Q2 Lower Middle</b>	146	1597	↑	↑	132	1391
<b>Q3 Upper Middle</b>	246	1497	↑	↑	184	1339
<b>Q4 Upper</b>	175	1567	↑	↓	140	1383

*% across ethnic group*

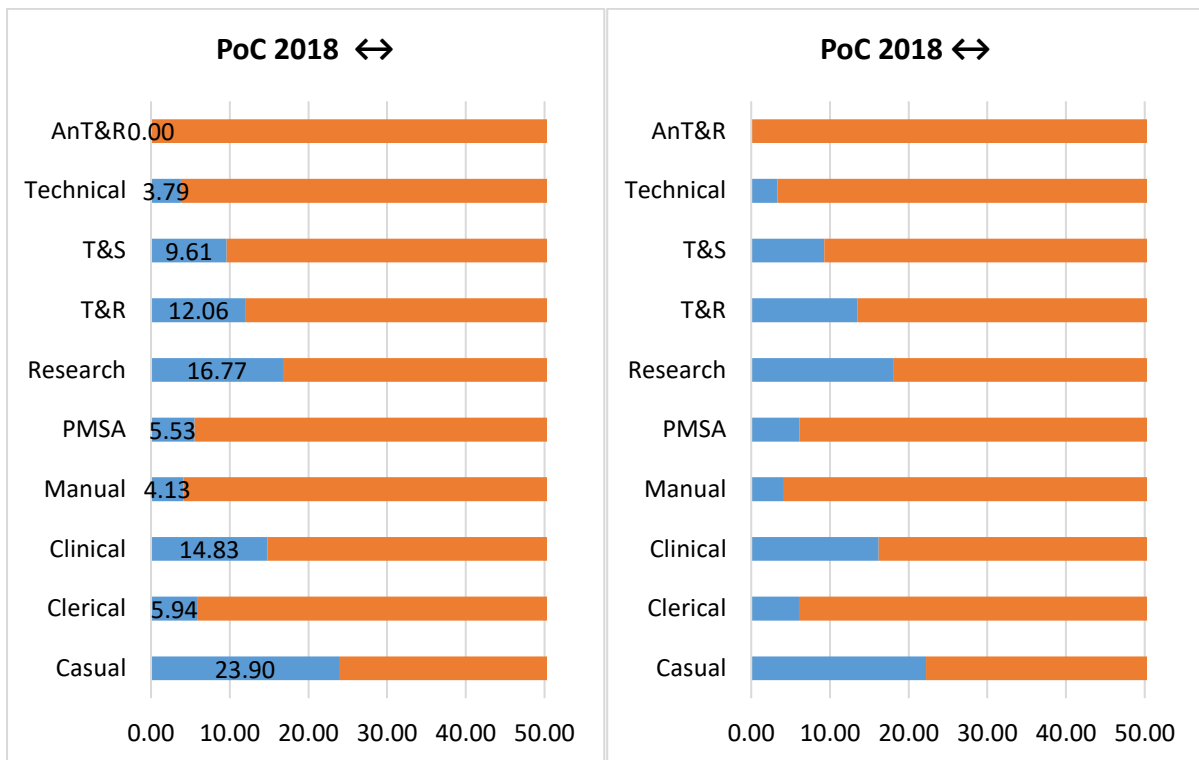
	2018				2017	
	PoC ↕	White ↕	PoC	White	PoC ↕	White ↕
<b>Q1 Lower</b>	25.88%	24.90%	↑	↓	18.87%	26.59%
<b>Q2 Lower Middle</b>	19.09%	25.73%	↓	↑	23.49%	25.15%
<b>Q3 Upper Middle</b>	32.16%	24.12%	↓	↓	32.74%	24.21%
<b>Q4 Upper</b>	22.88%	25.25%	↓	↑	24.91%	25.00%

*% across quartile (11% of staff are PoC)*

	2018				2017	
	PoC ↔	White ↔	PoC	White	PoC ↔	White ↔
<b>Q1 Lower</b>	11.36%	88.64%	↑	↓	6.96%	93.04%
<b>Q2 Lower Middle</b>	8.38%	91.62%	↓	↑	8.67%	91.33%
<b>Q3 Upper Middle</b>	14.11%	85.89%	↑	↓	12.08%	87.92%
<b>Q4 Upper</b>	10.05%	89.95%	↑	↓	9.19%	90.81%

Number by Job Group and % across and with ethnicity category

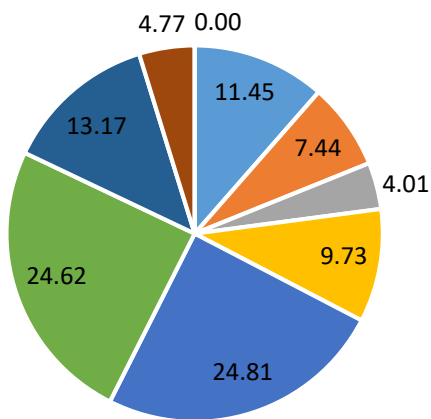
	2018						2017					
	PoC	White	% PoC ↕	% White ↕	%PoC ↔	% White ↔	PoC	White	% PoC ↕	% White ↕	% PoC ↔	% White ↔
Casual	199	696	26.01	11.21	22.23	77.77	38	121	6.76	2.19	23.90	76.10
Clerical	64	994	8.37	16.02	6.05	93.95	60	950	10.68	17.18	5.94	94.06
Clinical	40	207	5.23	3.34	16.19	83.81	39	224	6.94	4.05	14.83	85.17
Manual	19	438	2.48	7.06	4.16	95.84	21	487	3.74	8.81	4.13	95.87
PMSA	62	951	8.10	15.32	6.12	93.88	51	872	9.07	15.77	5.53	94.47
Research	143	650	18.69	10.47	18.03	81.97	130	645	23.13	11.66	16.77	83.23
T&R	145	933	18.95	15.03	13.45	86.55	129	941	22.95	17.02	12.06	87.94
T&S	71	693	9.28	11.17	9.29	90.71	69	649	12.28	11.74	9.61	90.39
Technical	22	637	2.88	10.26	3.34	96.66	25	634	4.45	11.46	3.79	96.21
AnT&R	0	7	0.00	0.11	0.00	100.00	0	7	0.00	0.13	0.00	100.00



Excluding Casuals: Number by Job Group and % with ethnicity category

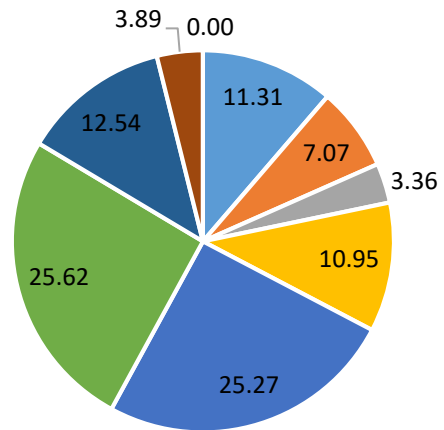
	2018				2017			
	PoC	White	%PoC ↕	%White ↕	PoC	White	%PoC ↕	%White ↕
Clerical	64	994	11.31	18.04	60	950	11.45	17.56
Clinical	40	207	7.07	3.76	39	224	7.44	4.14
Manual	19	438	3.36	7.95	21	487	4.01	9.00
PMSA	62	951	10.95	17.26	51	872	9.73	16.12
Research	143	650	25.27	11.80	130	645	24.81	11.93
T&R	145	933	25.62	16.93	129	941	24.62	17.40
T&S	71	693	12.54	12.58	69	649	13.17	12.00
Technical	22	637	3.89	11.56	25	634	4.77	11.72
AnT&R	0	7	0.00	0.13	0	7	0.00	0.13

PoC 2017  
(Ex Casual)



- Clerical   ■ Clinical   ■ Manual
- PMSA   ■ Research   ■ T&R
- T&S   ■ Technical   ■ AnT&R

PoC 2018  
(Ex Casual)



- Clerical   ■ Clinical   ■ Manual
- PMSA   ■ Research   ■ T&R
- T&S   ■ Technical   ■ AnT&R

## 4. Disability Pay Gap

7198 Full Pay Relevant Employees are included in the Statutory Disability Pay Gap calculation, of which 331 (4.60%) were known to have a disability, and 6866 (95.39%) had no known disability. This represents an increase from 272 known disabled staff in 2017 or 3.99%.

Table 13: Statutory Disability Pay Gap data

	#Dis	#No Dis	DPG 2018		DPG 2017
v. Mean Hourly Disability Pay Gap	331	6866	11.61%	↑	9.90%
vi. Median Hourly Disability Pay Gap	331	6866	11.10%	↑	10.63%
vii. Mean Bonus Pay Disability Pay Gap	3	114	90.37%	↑	-
viii. Median Bonus Pay Disability Pay Gap	3	114	50.26%	↑	-
ix. Proportion of staff in receipt of Bonus Pay:					
a. Proportion of disabled staff in receipt of bonus pay			0.91%	↑	0.00%
b. Proportion of non-disabled staff in receipt of bonus pay			1.66%	↓	1.67%
c. Proportion of staff in receipt of bonus pay who are known to have a disability			2.56%	↑	0.00%
d. Proportion of staff in receipt of bonus pay who have no known disability			97.44%	↓	100%

Table 14: Mean and Median hourly income and annual bonus income

		Hourly ££ 2018		Hourly ££ 2017
Mean Hourly Pay Rate	No Known Disability	£20.04	↑	£19.72
	Known Disability	£17.72	↓	£17.77
Median Hourly Pay Rate	No Known Disability	£17.26	↑	£16.97
	Known Disability	£15.34	↑	£15.16
Mean Annual Bonus Pay	No Known Disability	£15,576	↑	£16,263
	Known Disability	£1500	↑	£0.00
Median Annual Bonus Pay	No Known Disability	£3016	↓	£5553
	Known Disability	£1500	↑	£0.00

### Proportion of staff on quartile pay bands

The proportion of disabled and non-disabled full pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands:

Table 15: Quartile population

	2018		#Dis	#Non Dis	2017	
	#Dis	#Non Dis			#Dis	#Non Dis
<b>Q1 Lower</b>	100	1699	↑	↑	73	1631
<b>Q2 Lower Middle</b>	99	1701	↑	↑	89	1615
<b>Q3 Upper Middle</b>	73	1726	↑	↑	61	1643
<b>Q4 Upper</b>	59	1740	↑	↑	49	1656

% across disability status

	2018		#Dis	#Non Dis	2017	
	Disabled ↕	Non Dis ↕			Disabled ↕	Non Dis ↕
<b>Q1 Lower</b>	30.21%	24.75%	↑	↓	26.84%	24.92%
<b>Q2 Lower Middle</b>	29.91%	24.77%	↓	↑	32.72%	24.68%
<b>Q3 Upper Middle</b>	22.05%	25.14%	↓	↑	22.43%	25.10%
<b>Q4 Upper</b>	17.83%	25.34%	↑	↑	17.02%	25.30%

% across quartile (4.6% of staff are disabled)

	2018		#Dis	#Non Dis	2017	
	Disabled ↔	Non Dis ↔			Disabled ↔	Non Dis ↔
<b>Q1 Lower</b>	5.56%	94.44%	↑	↓	4.28%	95.72%
<b>Q2 Lower Middle</b>	5.50%	94.50%	↑	↓	5.22%	94.78%
<b>Q3 Upper Middle</b>	4.06%	95.94%	↑	↓	3.58%	96.42%
<b>Q4 Upper</b>	3.28%	96.72%	↑	↓	2.88%	97.12%

## 5. Sexual Orientation Pay Gap

4561 Full Pay Relevant Employees are included in the Statutory Sexual Orientation Pay Gap calculation, of which 213 (4.67%) were known to be lesbian, gay, bisexual or other identify, and 4348 (95.33%) identified as heterosexual. The other 2637 FPRE have not provided information about sexual orientation and have therefore been excluded from this analysis.

Table 16: Statutory Sexuality Pay Gap data

	#LGB+	#Hetro	SOPG 2018		SOPG 2017
i. Mean Hourly Sexuality Pay Gap	213	4348	-0.20%	↓	3.45%
ii. Median Hourly Sexuality Pay Gap	213	4348	0.00%	↔	0.00%
iii. Mean Bonus Pay Sexuality Pay Gap	3	63	87.28%	↓	89.26%
iv. Median Bonus Pay Sexuality Pay Gap	3	63	0.00%	↔	0.00%
v. Proportion of staff in receipt of Bonus Pay:					
e. Proportion of LGB+ staff in receipt of bonus pay			1.41%	↓	2.04%
f. Proportion of Heterosexual staff in receipt of bonus pay			1.45%	↓	1.58%
g. Proportion of staff in receipt of bonus pay who are LGB+			4.55%	↓	5.26%
h. Proportion of staff in receipt of bonus pay who are Heterosexual			95.45%	↑	94.74%

Table 17: Mean and Median hourly income and annual bonus income

		Hourly ££ 2018		Hourly ££ 2017
Mean Hourly Pay Rate	Heterosexual	£18.57	↓	£19.45
	LGB+	£18.61	↓	£18.78
Median Hourly Pay Rate	Heterosexual	£16.88	↓	£17.10
	LGB+	£16.88	↓	£17.10
Mean Annual Bonus Pay	Heterosexual	£11,790	↓	£13,960
	LGB+	£1500	↔	£1500
Median Annual Bonus Pay	Heterosexual	£1500	↔	£1500
	LGB+	£1500	↔	£1500

### Proportion of staff on quartile pay bands

The proportion of LGB+ and heterosexual full pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands:

Table 18: Quartile population

	2018		LGB+	Hetero	2017	
	#LGB+	#Hetero			#LGB+	#Hetero
Q1 Lower	60	1080	↑	↑	39	851
Q2 Lower Middle	44	1096	↑	↑	39	850
Q3 Upper Middle	57	1083	↑	↑	40	850
Q4 Upper	52	1089	↑	↑	30	860

% across sexuality

	2018		LGB+	Hetero	2017	
	LGB+ ↕	Hetero ↕			LGB+ ↕	Hetero ↕
Q1 Lower	28.17%	24.84%	↑	↓	26.35%	24.95%
Q2 Lower Middle	20.66%	25.21%	↓	↑	26.35%	24.92%
Q3 Upper Middle	26.76%	24.91%	↓	↓	27.03%	24.92%
Q4 Upper	24.40%	25.05%	↑	↓	20.27%	25.21%

% across quartile (4.7% of staff are LGB+)

	2018		LGB+	Hetero	2017	
	LGB+ ↔	Hetero ↔			LGB+ ↔	Hetero ↔
Q1 Lower	5.26%	94.74%	↑	↓	4.38%	95.62%
Q2 Lower Middle	3.86%	96.14%	↓	↑	4.39%	95.61%
Q3 Upper Middle	5.00%	95.00%	↑	↓	4.49%	95.51%
Q4 Upper	4.56%	95.44%	↑	↓	3.37%	96.63%



## 6. Overview of Casual and Zero Hour posts

### 6.1. Casual Posts

A casual post can be used when:

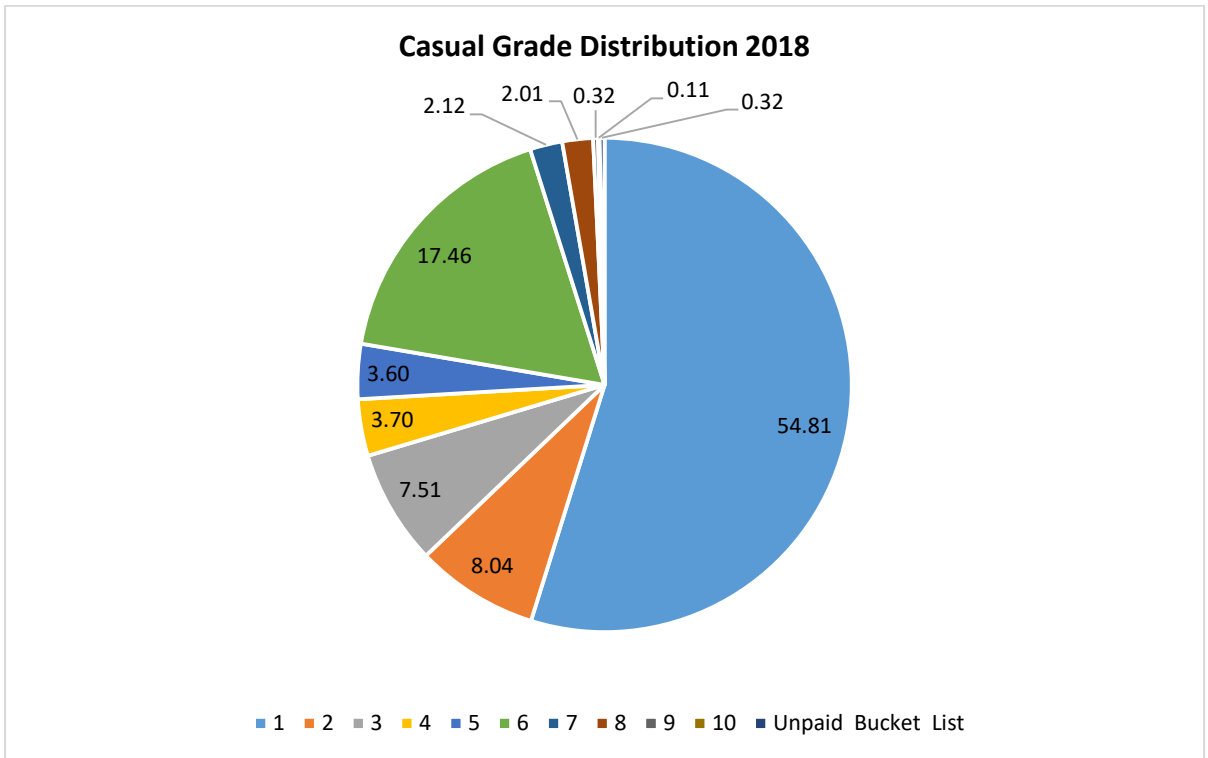
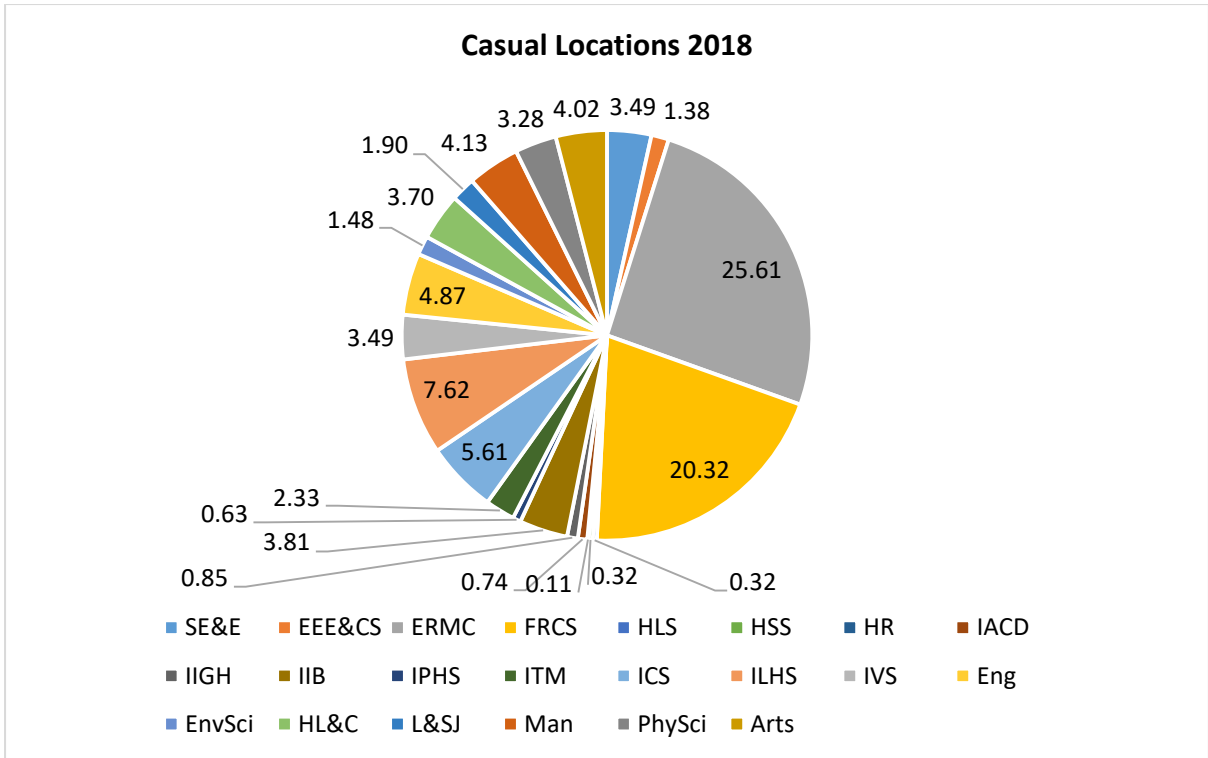
- the need for the work is not constant (seasonal or variable fluctuations in demand)
- unexpected, irregular or infrequent work (e.g. to cover short-term absence where minimal staff presence is essential)
- the requirement is short-term (no more than 8 weeks)
- you do not expect or need a long term, regular requirement for the activity and it cannot be managed within existing resource

Inappropriate uses of casual workers include when:

- work is regular e.g. weekly, monthly or annually even if the hours vary or there are significant gaps between
- the work undertaken is expected to be repeated on a series of occasions over a longer period (more than 8 weeks)
- you expect or need a longer term relationship to develop

In 2018 there were 945 casual posts included in the calculation. The table and graphs below outline what grade and in which departments these casual posts were engaged on.

	1	2	3	4	5	6	7	8	9	10	Unpaid Bucket List	Total
SE&E	11	12		4		1	5					33
EEE&CS	2			1		10						13
ERMC	164	26	42	3	2	4					1	242
FRCS	145	23	11		2	7	4					192
HLS	2				1							3
HSS						3						3
HR						1						1
IACD					2	4		1				7
IIGH				2		4	2					8
IIB	2	1	1	1	6	24	1					36
IPHS			2	1		3						6
ITM	4	6		1	3	8						22
ICS	36					3		11	1		1	53
ILHS	29	1	7	14		18		2			1	72
IVS	18	1	2	2	2	4	2	2				33
Eng	19		1		3	23						46
EnvSci	8					6						14
HL&C	21		2	3	2	4	1	1	1			35
L&SJ	8					8	1	1				18
Man	12			3	8	13	3					39
PhySci	13	6			2	9			1			31
Arts	24		3			8	1	1		1		38
	<b>518</b>	<b>76</b>	<b>71</b>	<b>35</b>	<b>34</b>	<b>165</b>	<b>20</b>	<b>19</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>945</b>



Below is a list of examples of what some of these casual posts were being used for in March 2018.

**Careers & Employability**

- Ad-hoc support for large events e.g. Careers Fairs
- Telephone staff for the DLHE survey

**Widening Participation**

- Student Ambassadors

**Institute of Integrative Biology**

- Research Assistant
- Research Technician, Lab Technician
- Field Assistant

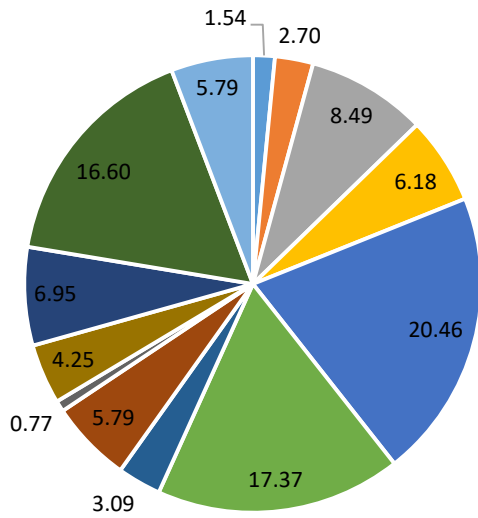
**6.2. Zero Hour Posts**

Zero hours posts are usually longer term and therefore given a contract of employment. The nature of the work must take place throughout the year but does not have set hours. Individuals will be offered work when available and record their activity from week to week. The University employs a significant number of student demonstrators (supporting lab work) on zero hour contracts. Generally posts expected to last from 8-12 weeks are normally classed as zero hour rather than casual.

In 2018 there were 260 zero hour posts included in the calculation. The table and graphs below outline what grade and in which departments these casual posts were engaged on.

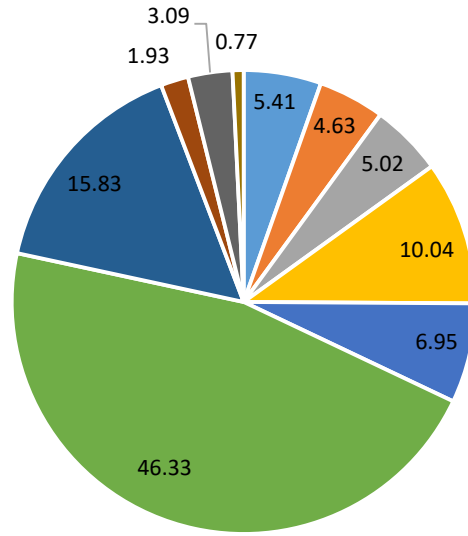
	1	2	3	4	5	6	7	8	9	10	Total
SE&E						1	3				4
CSD	7										7
EEE&CS							22				22
ERMC				14		2					16
FRCS	7	12	5	11	17		1				53
HSS						45					45
Library			7	1							8
ICS							1	4	8	2	15
IVS			1		1						2
Eng						11					11
EnvSci						18					18
PhySci						43					43
Arts							14	1			15
	14	12	13	26	18	120	41	5	8	2	259

**Zero Hour Locations 2018**



- SE&E    ■ CSD    ■ EEE&CS    ■ ERMC    ■ FRCS
- HSS    ■ Library    ■ ICS    ■ IVS    ■ Eng
- EnvSci    ■ PhySci    ■ Arts

**Zero Hour by Grade 2018**



- Grade 1    ■ Grade 2    ■ Grade 3    ■ Grade 4
- Grade 5    ■ Grade 6    ■ Grade 7    ■ Grade 8
- Grade 9    ■ Grade 10

Example of posts using zero hour contracts include:

- Academic Schools:** Postgraduate Demonstrator, Student Demonstrator
- Commercial Services:** Hospitality Assistant, Bar Assistant
- Computer Services:** Student AV Support
- Continuing Education:** Continuing Education Tutor
- Marketing:** Student Ambassador
- Sport Liverpool:** Level 1 or 2 Coach, Head instructor and Assistant Coach

## 7. Key Performance Indicators

\*denotes data taken from Pay Data Set

\*\* March of relevant year

	Target	14/15	15/16	16/17	17/18	18/19	19/20	20/21
Gender Pay Gap: MEAN*	20%	25.9	25	24.6	23.1			
Gender Pay Gap: MEDIAN*	15%	18.7	21	19	19			
Gender BONUS Pay Gap: MEAN*	50%	80.7	76.5	76.2	76.4			
Gender Bonus Pay Gap: MEDIAN*	50%	87.3	89.9	90	87.6			
Lower Quarter % Female*	65%	71.8	70.4	71.6	70.9			
Lower Middle Quarter % Female*	60%	61.2	64.8	64.3	64.3			
Upper Middle Quarter % Female*	40% > < either way	45.8	46.1	47.8	48.5			
Upper Quartile % Female*	45%	35.0	36.8	38.2	39.4			
Gender Pay Gap: MEAN* (Excluding Casuals)	20%	25.91	24.76	24.22	22.16			
Gender Pay Gap: MEDIAN* (Excluding Casuals)	15%	18.67	17.05	17.09	16.18			
Gender Pay Gap: MEAN* (Excluding Casuals & Ohr)	20%	26.44	25.64	25.10	23.27			
Gender Pay Gap: MEDIAN*(Excluding Casuals & Ohr)	15%	19.48	18.61	17.72	16.19			
• % Grade 10 Staff Female*	30% (posts)	24.4	25.7	26.1	27.2			
• % Grade 10 Academic (all) Female*	30% (posts)	21.9	24.1	25.2	26.5			
• % Grade 10 T&R/T&S (only) Female*	30% (posts)	21.3	23.7	24.6	25.7			
% All Academics Female <sup>i</sup>	40% > < 40% either way	39.9	40.0	41.8	42.0			
Female Professors <sup>ii</sup>	30%	21.0	23.4	24.3	25.1			
Female Professors S&E <sup>iii</sup>	10%	4.9	8.3	8.7	9.1			
Senior Leaders Female <sup>iv</sup>	40% > < 40% either way	36.8	37.5	33.3	41.7			
University Council Diversity <sup>v</sup>	40% > < 40% either way				37F			
Aurora Completion (cumulative) <sup>vi</sup>	150 (cumulative)	32	49	72	TBC			
Springboard Completion (cumulative) <sup>vii</sup>	100 (cumulative)	-	16	39	TBC			
Athena SWAN Department <sup>viii</sup>	16	10	10	10	10			
Athena SWAN Gold Departments	3	0	0	1	1			
Athena SWAN NEW Silver Departments	3			5	-			
University GOLD	2021	-	-	-	-			

Clinical Excellence Award BONUS: Mean*	25%	57.6	42.2	43.6	48.0			
Clinical Excellence Awards BONUS: MEDIAN*	45%	75.0	66.7	66.7	66.7			
EPA to Grade 1-3 (M or F)*	5	0	0	0	3			
EPA to Researchers (M or F)*	5	1	0	0	1			
#Level 2 GPG > Uni: MEAN*	5	12	8	7	8			
#Level 2 GPG > Uni: MEDIAN*	7	14	10	10	6			
BAME Pay Gap MEAN*		-15.94	-13.57	-15.85	-15.46			
BAME Pay Gap MEDIAN*		-15.54	-12.55	-15.50	-13.22			
BAME BONUS Pay Gap MEAN*		-70.69	-62.64	-81.14	-123.32			
BAME BONUS Pay Gap MEDIAN*		-688.53	-688.54	-696.26	-704.26			
People of Colour Pay Gap MEAN*		-6.10	2.70	-2.96	-3.23			
People of Colour Pay Gap MEDIAN*		-7.96	-0.83	-2.98	-6.03			
People of Colour BONUS Pay Gap MEAN*		3.24	3.92	-32.98	-94.48			
People of Colour BONUS Pay Gap MEDIAN*		-287.20	10.19	-155.94	-503.20			
Disability Pay Gap MEAN*		10.62	12.66	9.90	11.61			
Disability Pay Gap MEDIAN*		9.21	11.57	10.63	11.10			
Disability BONUS Pay Gap MEAN*		n/a	n/a	n/a	90.37			
Disability BONUS Pay Gap MEDIAN*		n/a	n/a	n/a	50.26			
Sexual Orientation Pay Gap MEAN*		6.14	5.97	3.45	-2.0			
Sexual Orientation Pay Gap MEADIAN*		4.01	0.00	0.00	0.00			
Sexual Orientation BONUS Pay Gap MEAN*		87.99	88.11	89.26	87.28			
Sexual Orientation BONUS Pay Gap MEADIAN*		0.00	0.00	0.00	0.00			

## Policy Monitoring

		2015	2016	2017	2018	2019	2020	2021
Paternity Leave # Staff		25	45	51				
Maternity Leave # Staff		100	124	113				
Adoption Leave # Staff		1	3	3				

*Started Leave in the relevant calendar year*

		14/15	15/16	16/17	17/18	18/19	19/20	20/21
Paternity Leave # Staff		11	46	50	18			
Maternity Leave # Staff		118	102	117	48			
Adoption Leave # Staff		1	3	2	2			

Started Leave in relevant Academic Year

## Staff Survey Results

		Target	2010	2013	2016	2019	2022
I feel fairly paid for the work I do	F	80	71	66	75		
	M	70	67	60	65		
Overall I feel the University offers a good pay and benefits package	F	90	86	79	85		
	M	82	78	68	77		
The University provides good support to help me balance my work and personal commitments	F	76	57	65	71		
	M	67	50	58	62		
I feel I have a good work-life balance	F	78	68	68	73		
	M	70	63	63	65		
I often think about leaving the University	F	22	32	31	27		
	M	30	38	37	35		
I am actively seeking to leave the employment of the University	F	<15	12	16	13		
	M	<15	18	19	16		

<sup>i</sup> Calculation based on records within the March Data Snapshot and is calculated based on Academic (Not T&S/T&S), T&S, T&R, Research and Clinical posts – excluding Casual and Zero Hour contract types.

<sup>ii</sup> Calculation based on “Academic Staff” on Grade 10 and Clinical Staff with Prof Title and Professor / Chair Job Title. 2015: 74/279 , 2016: 86/282 , 2017: 96/395 , 2018: 107/427

<sup>iii</sup> Calculation based on number of “Academic Staff” on Grade 10 only in the FS&E. 2015: 5/103, 2016: 9/109, 2017: 10/115, and 2018: 12/132

<sup>iv</sup> Data taken from the University Organisational Chart and includes all staff on VC, Deputy VC/COO, Executive PVC, Policy PVC, Associate PVC, Academic Deans, and members of the Profession Services Leadership Team. Data in table corresponds to the organisational chart most closely associated with the March snapshot date in the relevant year.

<sup>v</sup> Data taken from the list of University Council members for the relevant academic year as published on the website of Strategic Planning and Governance. The Council includes both elected and appointed members, including senior UoL management and external Lay Members.

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<sup>vi</sup> Data is for cumulative completion rates taken from CORE Training. Data is counted at the end of the academic year.

<sup>vii</sup> Data is for cumulative completion rates taken from CORE Training. Data is counted at the end of the academic year.

<sup>viii</sup> Snapshot of number of academic departments holding an Athena SWAN award taken at the end of the academic year.