



Statutory Pay Gap Report 2019
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. Introduction

This report sets out the Statutory Gender Pay Gap Report for 2019 as per the requirements in the Equality Act 2010. In addition, the report includes the Ethnicity Pay Gap, People of Colour Pay Gap, Disability Pay Gap, and Sexual Orientation Pay Gap using the same calculation methodology and data sample.

The Statutory Pay Gap calculation includes all full time relevant employees in March 2019, after Salary Sacrifice deductions have been made.

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 2019.

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 2019.

Where a pay gap number is a positive figure and **black**, this means that there is a pay gap in favour of baseline group e.g. men, where a number is a negative figure and **red**, this means that there is a pay gap in favour of the comparison group e.g. 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.

3. Statutory Gender Pay Gap Report 2019

In this section is reported the Statutory Gender Pay Gap, the Gender Pay Gap (Excluding Casual Staff), and a review of Bonus Pay. A positive **black** number, means that there is a pay gap in favour of men, whereas a negative **red** number means that there is a pay gap in favour of women.

3.1. Statutory Gender Pay Gap

7509 (up from 7198) Full Pay Relevant Employees are included in the Statutory Gender Pay Gap calculation, of which 4213 (56.1%) are female, and 3296 (43.9%) are male.

Table 1: Statutory Gender Pay Gap Data

	#F	#M	GPG 2019		GPG 2018
i. Mean Hourly Gender Pay Gap	4213	3296	22.01%	↓	23.08%
ii. Median Hourly Gender Pay Gap	4213	3296	15.49%	↓	19.00%
iii. Mean Bonus Pay Gender Pay Gap	89	71	79.71%	↑	76.36%
iv. Median Bonus Pay Gender Pay Gap	89	71	83.42%	↓	87.57%
v. Proportion of staff in receipt of Bonus Pay:					
a. Proportion of Female staff in receipt of bonus pay			2.1%	↑	1.32%
b. Proportion of Male staff in receipt of bonus pay			2.2%	↑	2.01%
c. Proportion of staff in receipt of bonus pay who are Female			55.6%	↑	45.3%
d. Proportion of staff in receipt of bonus pay who are Male			44.4%	↓	54.7%

Table 2: Mean and Median Hourly Income and Annual Bonus Income

		Hourly ££ 2019		Hourly ££ 2018
Mean Hourly Pay Rate	Male	£23.25	↑	£22.88
	Female	£18.14	↑	£17.60
Median Hourly Pay Rate	Male	£18.95	↓	£18.99
	Female	£16.02	↑	£15.38

Mean Annual Bonus Pay	Male	£19,499	↓	£23,261
	Female	£3956	↓	£5498
Median Annual Bonus Pay	Male	£9048	↓	£12,064
	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

	2019		F	M	2018	
	# Female	# Male			# Female	# Male
Q1 Lower	1303	575	↑	↑	1275	524
Q2 Lower Middle	1207	670	↑	↑	1158	642
Q3 Upper Middle	939	938	↑	↑	872	927
Q4 Upper	764	1113	↑	↑	710	1089

Table 4: % Across Gender

	2019		F	M	2018	
	Female ↕	Male ↕			Female ↕	Male ↕
Q1 Lower	30.93%	17.45%	↓	↑	31.76%	16.47%
Q2 Lower Middle	28.65%	20.33%	↓	↑	28.84%	20.18%
Q3 Upper Middle	22.29%	28.46%	↑	↓	21.72%	29.13
Q4 Upper	18.13%	33.77%	↑	↓	17.68%	34.22%

Table 5: % Across Quartile

	2019		F	M	2018	
	Female ↔	Male ↔			Female ↔	Male ↔
Q1 Lower	69.38%	30.62%	↓	↑	70.87%	29.13%
Q2 Lower Middle	64.31%	35.69%	↓	↑	64.33%	35.67%
Q3 Upper Middle	50.03%	49.07%	↑	↓	48.47%	51.53%
Q4 Upper	40.70%	59.30%	↑	↓	39.47%	60.54%

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

Table 6: Hourly Income and Gender Pay Gaps by Quartiles

			Hourly ££ 2019	Hourly ££ 2018	GPG 2019	GPG 2018
Mean	Q1 Lower	Male	£10.23	£9.99	-0.61%	0.06%
		Female	£10.29	£9.98	↓	↓
	Q2 Lower Middle	Male	£15.54	£15.28	1.67%	2.26%
		Female	£15.28	£14.93	↓	↑
	Q3 Upper Middle	Male	£19.67	£19.29	0.77%	0.27%
		Female	£19.52	£19.24	↑	↑
	Q4 Upper	Male	£37.65	£36.63	8.83%	8.18%
		Female	£34.32	£33.63	↑	↓

			Hourly ££ 2019	Hourly ££ 2018	GPG 2019	GPG 2018
Median	Q1 Lower	Male	£9.73	£9.48	0.00%	0.09%
		Female	£9.73	£9.47	↓	↓
	Q2 Lower Middle	Male	£15.70	£15.38	3.13%	4.74%
		Female	£15.21	£14.66	↓	↓
	Q3 Upper Middle	Male	£19.68	£19.35	1.54%	1.83%
		Female	£19.37	£18.99	↓	↑
	Q4 Upper	Male	£32.92	£32.52	8.47%	9.89%
		Female	£30.14	£29.31	↓	↓

3.2. 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 (1st April 2018 to 31st March 2019).

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).

160 (up from 117) employees received a bonus payment between the 1st April 2018 and the 31st March 2019. 60.6% (up from 48.7%) were Exceptional Performance Awards, 34.4% (down from 46.2%) were Clinical Excellence Awards, and the remaining 5% 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.

Following the March 2018 Pay Gap report it was agreed to take action to try and address some of the imbalances in the awarding of EPA's. During the autumn of 2018 Annual Review period, all line managers (as identified in the HR System CORE) were contacted to encourage them to consider EPA for members of their staff. This resulted in a 70% increase in the number of successful EPA's compared to the previous year.

Table 7 outlines who received the EPA in the November 2018 Annual Review (2019) compared to November 2017 (2018):

Table 7: Recipients of Exceptional Performance Awards

	2019			%F↔	%F↕	2018		
	Female	Male	Total			Female	Male	Total
CPS	30	9	39	76.9	41.1	23	11	34
FHLS	26	4	30	86.7	35.6	10	2	12
FHSS	9	3	12	75	12.3	5	0	5
FS&E	8	8	16	50	11.0	1	5	6
			97			39	18	57

Clerical	28	5	33	84.9	38.4	14	5	19
Clinical	-	1	1	0	-	0	0	0
Manual	-	-	-	-	-	0	1	1
PMSA	27	10	37	73.0	37.0	20	7	27
Research	3	-	3	100	4.1	0	1	1
T&R	2	5	7	28.6	2.7	1	2	3
T&S	2	2	4	50	2.7	0	0	0
Technical	11	1	12	91.7	15.1	4	2	6

Full Time	56	23	79	70.9	76.7	33	18	51
Part Time	17	1	18	94.4	23.3	6	0	6

Fixed Term	7	2	9	77.8	9.6	4	1	5
Permanent	66	22	88	75	90.4	35	17	52

	2019			%F↔	%F↕	2018		
	Female	Male	Total			Female	Male	Total

Grade 3	-	-	-	-	-	3	0	3
Grade 4	10	1	11	90.9%	13.7	0	2	2
Grade 5	19	1	20	95%	26.0	12	4	16
Grade 6	13	5	18	72.2%	17.8	7	2	9
Grade 7	12	4	16	75%	16.4	10	4	14
Grade 8	14	2	16	87.5%	19.2	4	3	7
Grade 9	4	4	8	50%	5.5	2	2	4
Grade 10	1	6	7	14.3%	1.4	1	1	2
Clinical	-	1	1	100%	-	0	0	0
	73	24	97	75.3%		39	18	57

Of the 97 employees who received an EPA in 2018/2019, 75% were female. The majority of recipients were Clerical or PMSA staff, largely in Central Professional Services and the Faculty of Health & Life Sciences. They were more likely to be on permanent contracts and work full time in grades 5 to 8. No Manual staff or staff on Grade 1-3 received an EPA in 2018/2019.

- **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 NHS¹.

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 CEA's will be included in our figures.

The CEA poses a number of questions for the University on how it supports and develops clinical staff, in particular female clinical staff, to qualify and apply for these awards. Professor Sue Wray (Institute of Translational Medicine, and Director of Athena SWAN) has been leading on these internal discussions with the aim to address the gender pay in the future.

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:

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

Table 8: Recipients of Clinical Excellence Awards

		Clinical Staff	Received CEA	% Received CEA	%F/M↕
Female	2017	119	11	9.2%	20%
	2018	109	12	11.0%	21.8%
	2019	122	11	9.0%	20%
Male	2017	145	44	30.4%	80%
	2018	147	43	29.3%	78.2%
	2019	135	44	32.6%	80%
All	2017	264	55	20.1%	-
	2018	256	55	21.5%	-
	2019	257	55	24.4%	

The CEAs range from £3K to £77K per year, and the mean and median annual value just of CEA staff are:

Table 9: Mean and Median Annual Clinical Excellence Awards Pay

	Mean Annual CEA Bonus Pay		Median Annual CEA Bonus Rate	
	Male	Female	Male	Female
2017	£33,346	£18,805	£35,832	£11,944
2018	£33,452	£17,404	£36,192	£12,064
2019	£30,264	£16,773	£36,192	£9,048

The CEA 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 10: 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
2017	11	44	43.6%	66.7%
2018	12	43	48.0%	66.7%

2019	11	44	44.6%	75%
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However, if we omit the CEA from the Bonus calculation, the pay gaps would be:

Table 11: Bonus Pay Gaps (Excluding CEA)

	# Female	# Male	i. Mean Bonus Pay Gender Pay Gap	ii. Median Bonus Pay Gender Pay Gap
2017	37	17	-5.52%	0.00%
2018	41	21	15.93%	0.00%
2019	77	27	-9.32%	0.00%

3.3. 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 1107 Casual Posts from the assessment paid in March 2019. This assists in pinpointing more precisely areas that may be disproportionately adding to the Gender Pay Gap.

Of the remaining 6402 staff, 3515 (54.9%) were female and 2887 (45.1%) were male:

Table 12: Gender Pay Gap (Excluding Casuals)

	#F	#M	GPG 2019		GPG 2018
i. Mean Hourly Gender Pay Gap	3515	2887	21.34	↓	22.16%
ii. Median Hourly Gender Pay Gap	3515	2887	15.73	↓	16.18%
iii. Mean Bonus Pay Gender Pay Gap	89	71	79.71	↑	76.36%
iv. Median Bonus Pay Gender Pay Gap	89	71	83.42	↓	87.57%
v. Proportion of staff in receipt of Bonus Pay:					
a. Proportion of Female staff in receipt of bonus pay			2.5%	↑	1.6%
b. Proportion of Male staff in receipt of bonus pay			2.5%	↑	2.2%
c. Proportion of staff in receipt of bonus pay who are Female			55.6%	↑	45.3%
d. Proportion of staff in receipt of bonus pay who are Male			44.4%	↓	54.7%

Excluding Casual staff only marginally improves the Mean Pay Gap reducing it from 22.01% to 21.34%; however, removing the casuals has resulted in a slight increase in the Median Pay Gap from 15.49% to 15.73%.

vi. 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 13: Quartile Population (Excluding Casuals)

	2019		F	M	2018	
	# Female	# Male			# Female	# Male
Q1 Lower	1113	487	↑	↑	1102	461
Q2 Lower Middle	992	609	↑	↑	948	615
Q3 Upper Middle	775	825	↑	↑	753	810
Q4 Upper	635	966	↑	↑	596	967

Table 14: % Across Gender

	2019		F	M	2018	
	Female ↕	Male ↕			Female ↕	Male ↕
Q1 Lower	31.66%	16.87%	↓	↑	32.42%	16.16%
Q2 Lower Middle	28.22%	21.10%	↑	↓	27.89%	21.56%
Q3 Upper Middle	22.05%	28.58%	↓	↑	22.15%	28.39%
Q4 Upper	18.07%	33.46%	↑	↓	17.54%	33.89%

Table 15: % Across Quartile (54% of All Staff are Female)

	2019		F	M	2018	
	Female ↔	Male ↔			Female ↔	Male ↔
Q1 Lower	69.56%	30.44%	↓	↑	70.51%	29.49%
Q2 Lower Middle	61.96%	38.04%	↑	↓	60.65%	39.35%
Q3 Upper Middle	48.44%	51.56%	↑	↓	48.18%	51.82%
Q4 Upper	39.66%	60.34%	↑	↓	36.40%	63.60%

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

Table 16: Hourly Income and Gender Pay Gaps by Quartiles

			Hourly ££ 2019	GPG 2019
Mean	Q1 Lower	Male	£11.45	-0.69%
		Female	£11.53	
	Q2 Lower Middle	Male	£16.57	1.88
		Female	£16.26	
	Q3 Upper Middle	Male	£20.89	0.51
		Female	£20.78	
	Q4 Upper	Male	£39.48	8.38
		Female	£36.17	

			Hourly ££ 2019	GPG 2019
Median	Q1 Lower	Male	£11.41	-1.68%
		Female	£11.60	
	Q2 Lower Middle	Male	£16.81	2.01
		Female	£16.48	
	Q3 Upper Middle	Male	£20.10	0.70
		Female	£19.96	
	Q4 Upper	Male	£34.92	6.75
		Female	£32.57	

4. 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.

A positive **black** number, means that there is a pay gap in favour of the White British group, where a negative **red** number means that there is a pay gap in favour of the BAME group.

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

4.1. BAME Pay Gap

White British v BAME

Of the 7207 full pay relevant employees included in the calculation, 26.03% were BAME and 73.97% were White British:

Table 17: BAME Pay Gap

	#BAME	#White British	EPG 2019		EPG 2018
i. Mean Hourly Ethnicity Pay Gap	1876	5331	-12.40	↓	-15.46
ii. Median Hourly Ethnicity Pay Gap	1876	5331	-12.34	↓	-13.22
iii. Mean Bonus Pay Ethnicity Pay Gap	28	130	-136.65	↑	-123.32
iv. Median Bonus Pay Ethnicity Pay Gap	28	130	-442.88	↓	-704.26
v. Proportion of staff in receipt of Bonus Pay:					
a. Proportion of BAME staff in receipt of bonus pay			1.49%	↑	1.34%
b. Proportion of White British staff in receipt of bonus pay			2.45%	↑	1.79%
c. Proportion of staff in receipt of bonus pay who are BAME			17.72%	↓	19.66%
d. Proportion of staff in receipt of bonus pay who are White British			82.28%	↑	80.34%

vi. Proportion of staff on quartile pay bands

Table 18: Quartile Population

	2019				2018	
	# BAME	# White British	BAME	White	# BAME	# White British

Q1 Lower	337	1465	↑	↑	284	1459
Q2 Lower Middle	334	1468	↓	↑	321	1422
Q3 Upper Middle	639	1163	↑	↑	567	1176
Q4 Upper	566	1235	↑	↓	560	1182

Table 19: % Across Ethnic Groups

	2019		BAME	White	2018	
	BAME ↕	White ↕			BAME ↕	White ↕
Q1 Lower	17.96%	27.48%	↑	↓	16.40%	27.85%
Q2 Lower Middle	17.80%	27.54%	↓	↑	18.53%	27.14%
Q3 Upper Middle	34.06%	21.82%	↑	↓	32.74%	22.45%
Q4 Upper	30.17%	23.17%	↓	↑	32.33%	22.56%

Table 20: % Across Quartile (25% of All Staff are BAME)

	2019		BAME	White	2018	
	BAME ↔	White ↔			BAME ↔	White ↔
Q1 Lower	18.70%	81.30%	↑	↓	16.29%	83.71%
Q2 Lower Middle	18.54%	81.46%	↑	↓	18.42%	81.58%
Q3 Upper Middle	35.46%	64.54%	↑	↓	32.53%	67.47%
Q4 Upper	31.43%	68.57%	↓	↑	32.15%	67.85%

The reduction in the Mean and Median Ethnicity Pay Gaps in favour of BAME employees appears to be the result of an increase in the proportion of BAME employees in Quartiles 1 and a drop in Quartile 4.

However, the overall cause of the pay gap in favour of BAME employees continues to be the relatively high proportions of BAME employees in Quartiles 3 and 4; 10 and 6 percentage points above the population average respectively.

The cause of this is the higher proportion of BAME employees occupying Research (20%) and Teaching & Research (27%) posts; compared to less than 2% of Manual posts.

Table 21: Number by Job Group and % Across and with Ethnicity Category

	2019						2018						2017					
	BAME	White	% BAME ↕	% White ↕	% BAME ↔	% White ↔	BAME	White	% BAME ↕	% White ↕	% BAME ↔	% White ↔	BAME	White	% PoC ↕	% White ↕	% PoC ↔	% White ↔
Casual	232	745	12.37	13.98	23.75	76.25	270	625	15.59	11.93	30.17	69.83	51	108	3.54	2.32	32.08	67.92
Clerical	121	963	6.45	18.06	11.16	88.84	97	961	5.60	18.34	9.17	90.83	94	916	6.52	19.70	9.31	90.69
Clinical	69	186	3.68	3.49	27.06	72.94	69	178	3.98	3.40	27.94	72.06	69	194	4.79	4.17	26.24	73.76
Manual	36	397	1.92	7.45	8.31	91.69	36	421	2.08	8.04	7.88	92.12	35	473	2.43	10.17	6.89	93.11
PMSA	138	919	7.36	17.24	13.06	86.94	127	889	7.33	16.97	12.50	87.50	111	812	7.70	17.46	12.03	87.97
Research	380	437	20.26	8.20	46.51	53.49	362	431	20.90	8.23	45.65	54.35	346	429	23.99	9.23	44.65	55.35
T&R	504	563	26.87	18.76	47.24	52.76	491	587	28.35	11.20	45.55	54.45	462	608	32.04	13.08	43.18	56.82
T&S	235	533	12.53	10.00	30.60	69.40	221	543	12.76	10.37	28.93	71.07	216	502	14.98	10.80	30.08	69.92
Technical	69	581	3.68	10.90	10.62	89.38	59	600	3.41	11.45	8.95	91.05	58	601	4.02	12.92	8.80	91.2
AnT&R	1	7	0.05	0.13	12.50	87.50	0	7	0.00	0.13	0.00	100	0	7	0.00	0.15	0.00	100

Figure 1: BAME Population Trend by Job Group

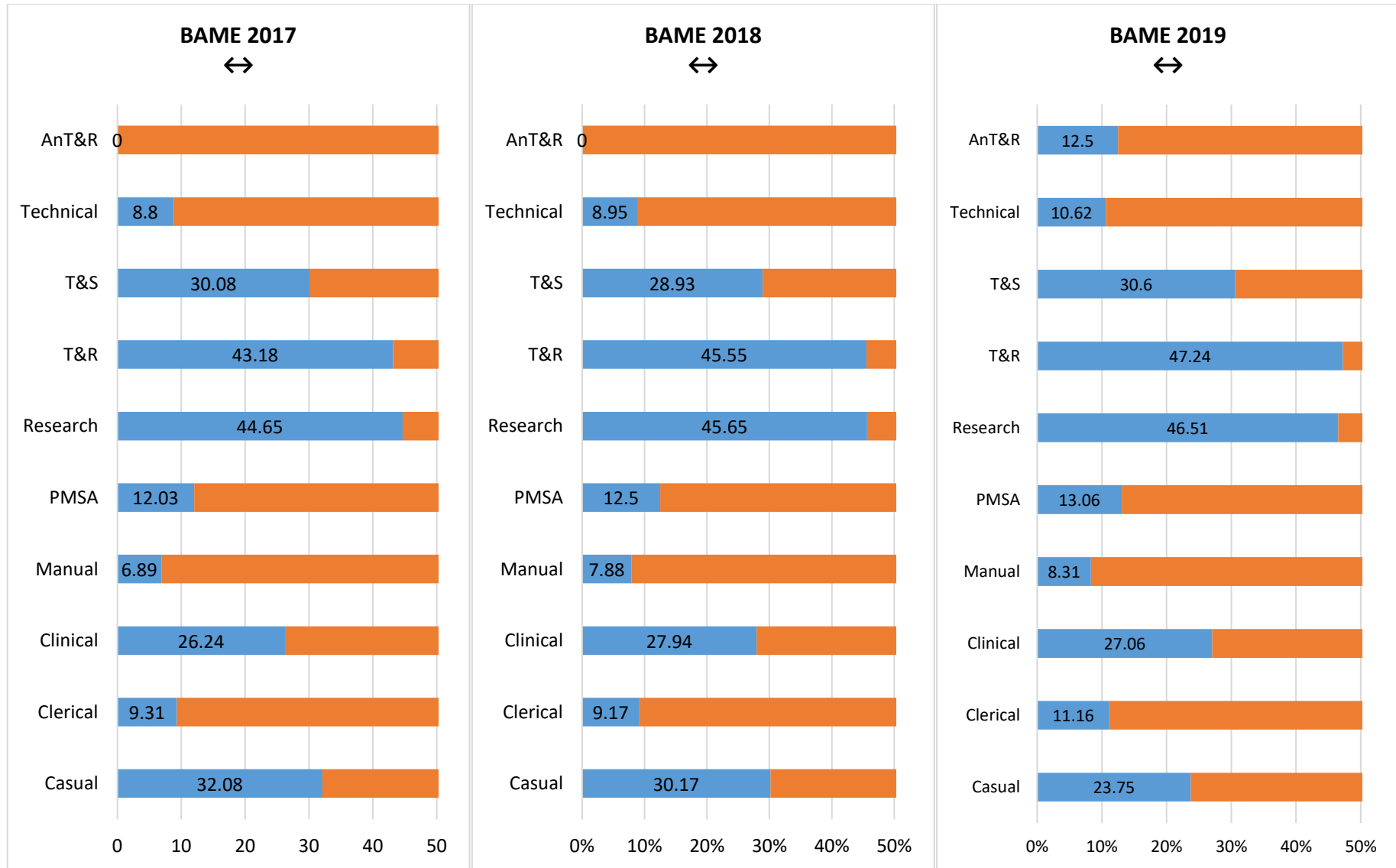
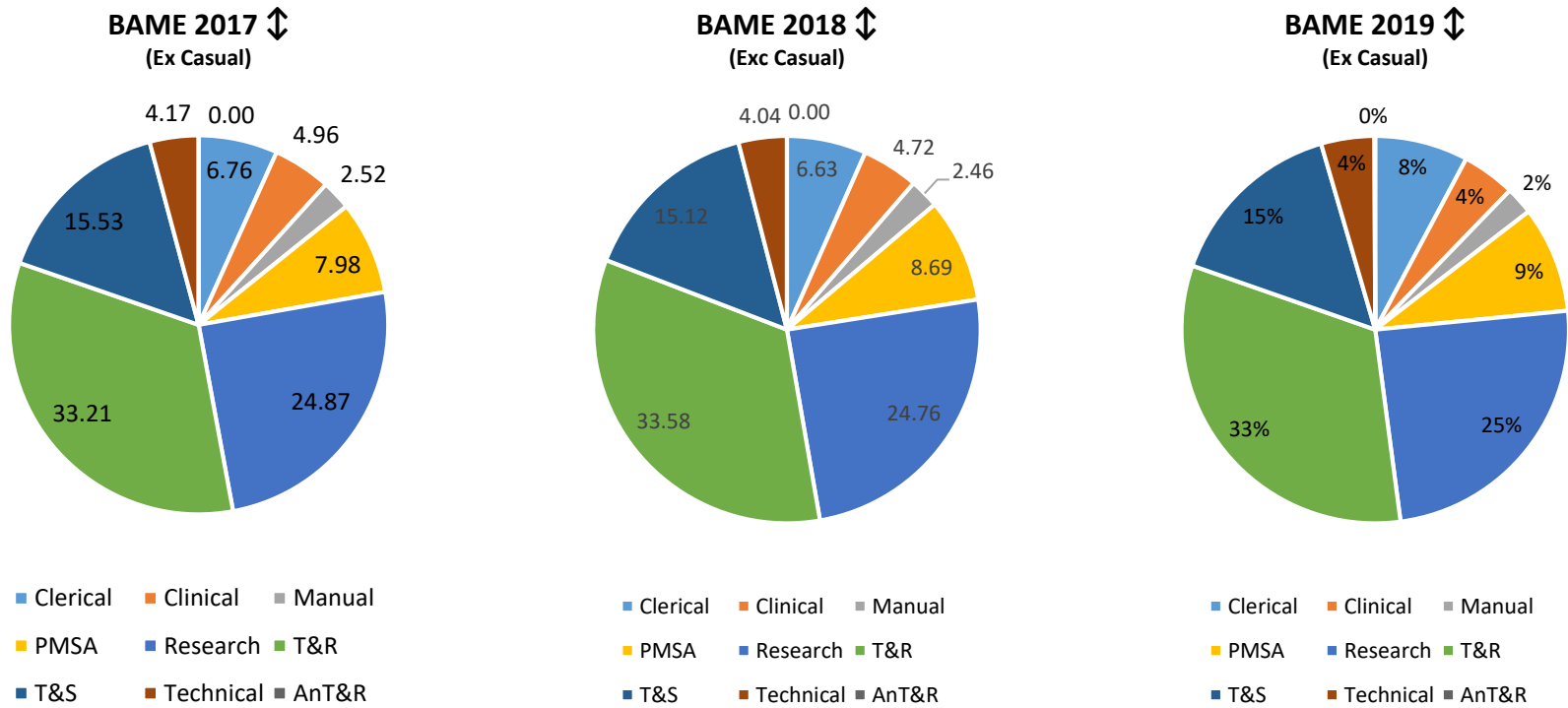


Table 22: Excluding Casuals: Number by Job Group and % with Ethnicity Category

	2019						2018						2017					
	BAME	White	% BAME ↓	% White ↓	% BAME ↔	% White ↔	BAME	White	% BAME ↓	% White ↓	% BAME ↔	% White ↔	BAME	White	% PoC ↓	% White ↓	% PoC ↔	% White ↔
Clerical	121	963	7.36	21.00	11.16	88.84	97	961	6.63	20.81	9.17	90.83	94	916	2.07	15.44	9.31	90.69
Clinical	69	186	4.20	4.06	27.06	72.94	69	178	4.72	3.86	27.94	72.06	69	194	1.52	3.27	26.24	73.76
Manual	36	397	2.19	8.66	8.31	91.69	36	421	2.46	9.12	7.88	92.12	35	473	0.77	7.97	6.89	93.11
PMSA	138	919	8.39	20.04	13.06	86.94	127	889	8.69	19.25	12.50	87.50	111	812	2.44	13.69	12.03	87.97
Research	380	437	23.11	9.53	46.51	53.49	362	431	24.76	9.34	45.65	54.35	346	429	7.62	7.23	44.65	55.35
T&R	504	563	30.66	12.28	47.24	52.76	491	587	33.58	12.71	45.55	54.45	462	608	10.17	10.25	43.18	56.82
T&S	235	533	14.29	11.62	30.60	69.40	221	543	15.12	11.76	28.93	71.07	216	502	4.76	8.46	30.08	69.92
Technical	69	581	4.20	12.67	10.62	89.38	59	600	4.04	13.00	8.95	91.05	58	601	1.28	10.13	8.80	91.2
AnT&R	1	7	0.06	0.15	12.50	87.50	0	7	0.00	0.15	0.00	100	0	7	0.00	0.12	0.00	100

Figure 2: BAME Population Trend (Excluding Casual) by Job Group



4.2. People of Colour Pay Gap

A positive **black** number means that there is a pay gap in favour of the White group, whereas a negative **red** number means that there is a pay gap in favour of the People of Colour group. The White group includes White British, White Irish, White Other, and Gypsy/Traveller. The People of Colour group includes Black, Asian, Mixed, and Other Minority Ethnic groups.

Of the 7207 full pay relevant employees included in the calculation, 12% PoC and 88% were White:

Table 23: Statutory People of Colour Pay Gap Data

	#PoC	#White	PoCPG 2019		PoCPG 2018
i. Mean Hourly PoC Pay Gap	865	6342	4.20	↑	-3.23
ii. Median Hourly PoC Pay Gap	865	6342	-0.53	↓	-6.03
iii. Mean Bonus Pay PoC Pay Gap	12	146	-120.56	↑	-94.48
iv. Median Bonus Pay PoC Pay Gap	12	146	-503.20	↔	-503.20
v. Proportion of staff in receipt of Bonus Pay:					
a. Proportion of PoC staff in receipt of bonus pay			1.39%	↓	1.44%
b. Proportion of White staff in receipt of bonus pay			2.30%	↑	1.71%
c. Proportion of staff in receipt of bonus pay who are PoC			7.60%	↓	9.40%
d. Proportion of staff in receipt of bonus pay who are White			92.40%	↑	90.60%

Table 24: Mean and Median Hourly Income and Annual Bonus Income

		££ 2019		££ 2018
Mean Hourly Pay Rate	White	£20.46	↑	£19.18
	PoC	£19.60	↓	£19.80
Median Hourly Pay Rate	White	£17.50	↑	£16.39
	PoC	£17.60	↑	£17.38
Mean Annual Bonus Pay	White	£9985	↓	£12,246
	PoC	£22,023	↓	£23,816
Median Annual Bonus Pay	White	£1500	↔	£1500

	PoC	£9048	↔	£9048
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vi. Proportion of staff on quartile pay bands

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

Table 25: Quartile Population

	2019		PoC	White	2018	
	# PoC	# White			# PoC	# White
Q1 Lower	237	1565	↑	↑	198	1545
Q2 Lower Middle	161	1641	↑	↑	146	1597
Q3 Upper Middle	285	1517	↑	↑	246	1497
Q4 Upper	182	1619	↑	↓	175	1567

Table 26: % Across Ethnic Group

	2019		PoC	White	2018	
	PoC ↕	White ↕			PoC ↕	White ↕
Q1 Lower	27.40%	24.68%	↑	↓	25.88%	24.90%
Q2 Lower Middle	18.61%	25.88%	↓	↑	19.09%	25.73%
Q3 Upper Middle	32.95%	23.92%	↑	↓	32.16%	24.12%
Q4 Upper	21.04%	25.53%	↓	↑	22.88%	25.25%

Table 27: % Across Quartile (11% of Staff are PoC)

	2019		PoC	White	2018	
	PoC ↔	White ↔			PoC ↔	White ↔
Q1 Lower	13.15%	86.85%	↑	↓	11.36%	88.64%
Q2 Lower Middle	8.94%	91.06%	↑	↓	8.38%	91.62%
Q3 Upper Middle	15.82%	84.18%	↑	↓	14.11%	85.89%
Q4 Upper	10.12%	89.88%	↑	↓	10.05%	89.95%

Although there has been an increase in the number of People of Colour on all Quartile Bands, the simultaneous increase in White employees has resulted in a 7 point swing in the

Mean Pay Gap in favour of PoC to White, and a 5.5 point decrease in the Median pay gap. In particular, the proportion of PoC increased more in Quartile 1 bringing down the median point. A far larger proportion of PoC are Casual staff compared to the White population group.

The Bonus Pay Gap continues to be significantly in favour of PoC because of the higher proportion of PoC employees who receive a Clinical Excellence Award bonus; 9 out of 12 PoC (75%) compared to 46 out of 146 White (31.5%).

Table 28: Number by Job Group and % Across and with Ethnicity Category

	2019						2018						2017					
	PoC	White	% PoC ↑	% White ↑	%PoC ↔	% White ↔	PoC	White	% PoC ↑	% White ↑	%PoC ↔	% White ↔	PoC	White	% PoC ↑	% White ↑	% PoC ↔	% White ↔
Casual	232	836	26.82	13.18	21.72	78.28	199	696	26.01	11.21	22.23	77.77	38	121	6.76	2.19	23.90	76.10
Clerical	82	1002	9.48	15.80	7.57	92.43	64	994	8.37	16.02	6.05	93.95	60	950	10.68	17.18	5.94	94.06
Clinical	39	216	4.51	3.41	15.29	84.71	40	207	5.23	3.34	16.19	83.81	39	224	6.94	4.05	14.83	85.17
Manual	18	415	2.08	6.54	7.73	92.27	19	438	2.48	7.06	4.16	95.84	21	487	3.74	8.81	4.13	95.87
PMSA	67	990	7.75	15.61	6.34	93.66	62	951	8.10	15.32	6.12	93.88	51	872	9.07	15.77	5.53	94.47
Research	178	639	20.58	10.18	21.79	78.21	143	650	18.69	10.47	18.03	81.97	130	645	23.13	11.66	16.77	83.23
T&R	150	917	17.34	14.46	14.09	85.91	145	933	18.95	15.03	13.45	86.55	129	941	22.95	17.02	12.06	87.94
T&S	68	700	7.86	11.04	8.85	91.15	71	693	9.28	11.17	9.29	90.71	69	649	12.28	11.74	9.61	90.39
Technical	30	620	3.47	9.78	4.62	95.38	22	637	2.88	10.26	3.34	96.66	25	634	4.45	11.46	3.79	96.21
AnT&R	1	7	0.12	0.11	12.5	87.5	0	7	0.00	0.11	0.00	100.00	0	7	0.00	0.13	0.00	100.00

Figure 3: PoC Population Trend by Job Group

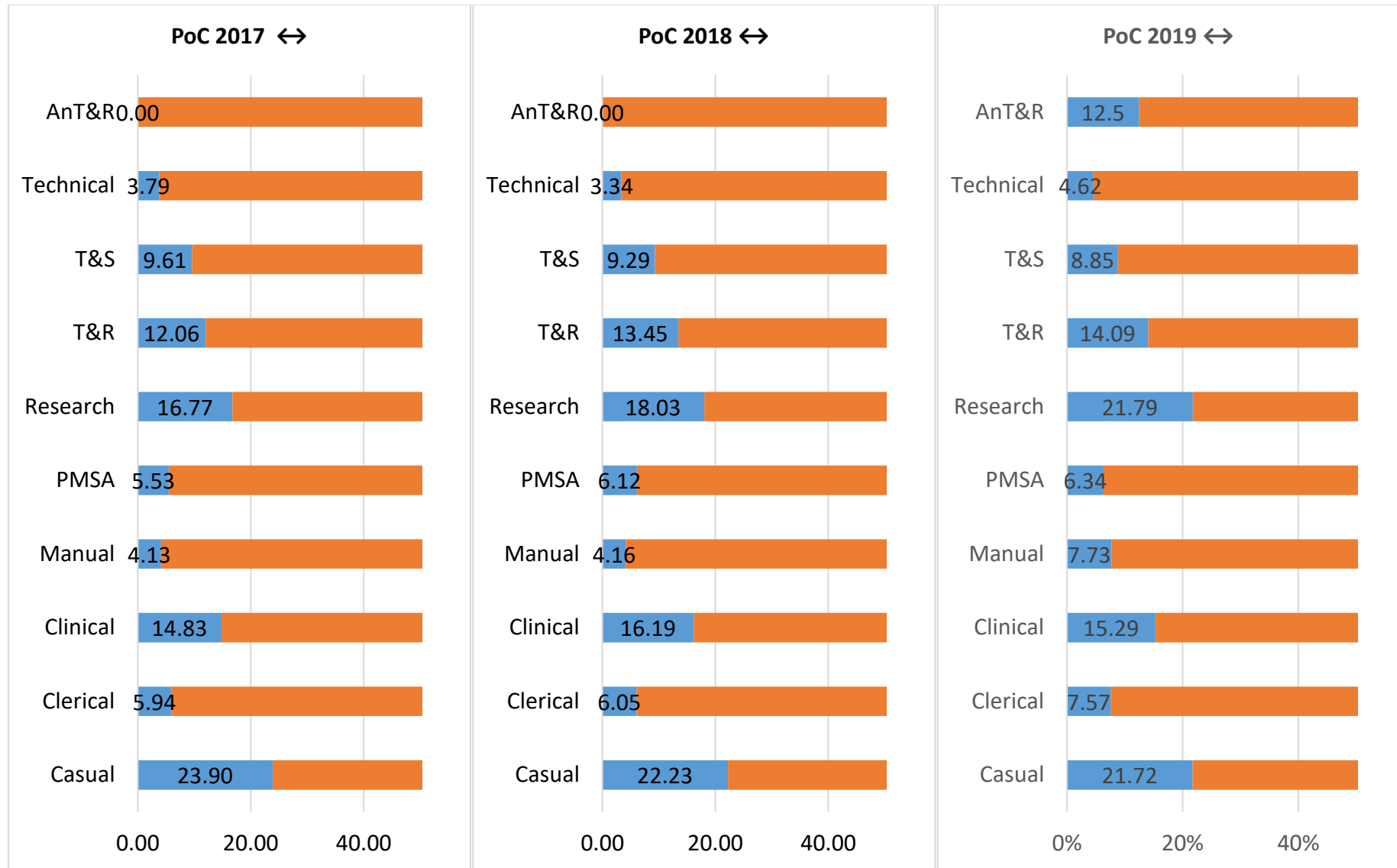
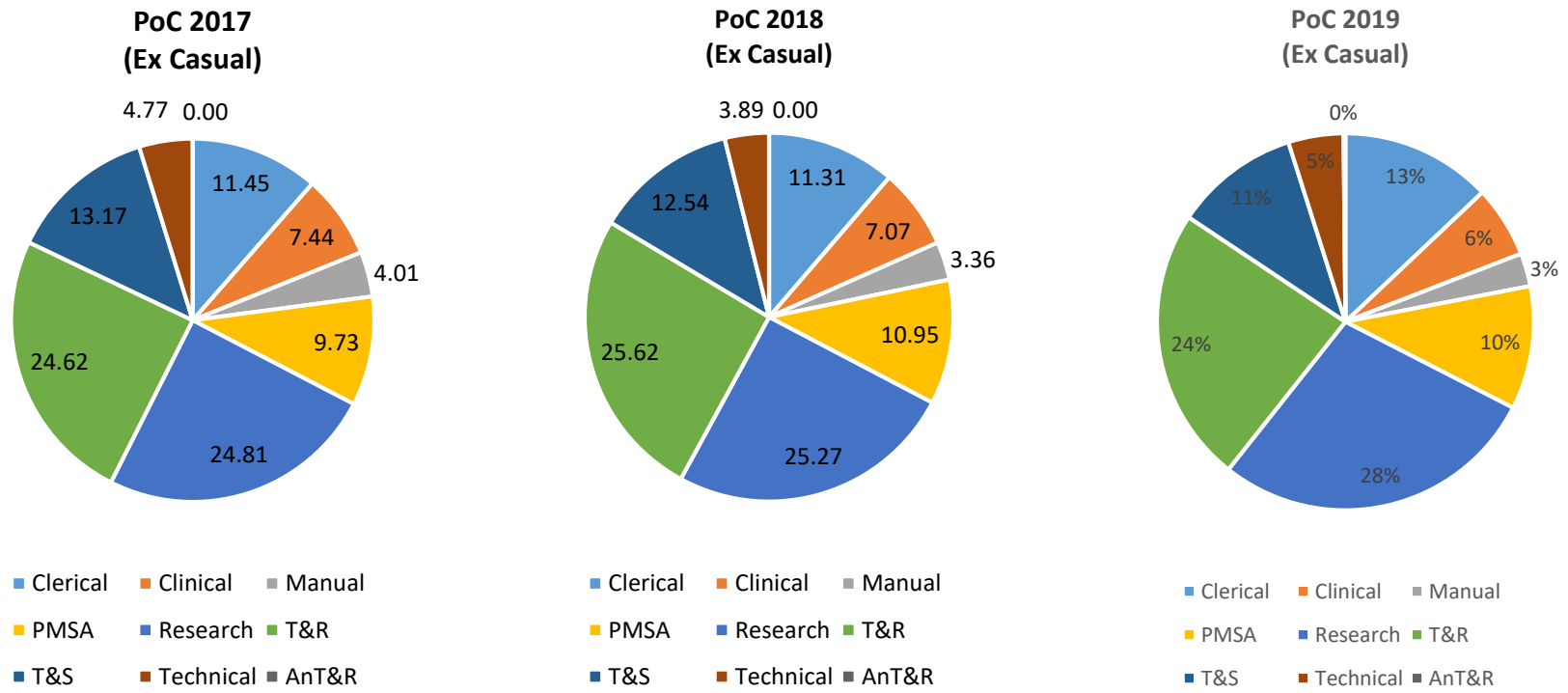


Table 29: Excluding Casuals: Number by Job Group and % with Ethnicity Category

	2019						2018						2017					
	PoC	White	% PoC ↕	% White ↕	%PoC ↔	% White ↔	PoC	White	% PoC ↕	% White ↕	%PoC ↔	% White ↔	PoC	White	% PoC ↕	% White ↕	% PoC ↔	% White ↔
Clerical	82	1002	12.95	18.20	7.57	92.43	64	994	11.31	18.04	22.23	77.77	60	950	11.45	17.56	23.90	76.10
Clinical	39	216	6.16	3.92	15.29	84.71	40	207	7.07	3.76	6.05	93.95	39	224	7.44	4.14	5.94	94.06
Manual	18	415	2.84	7.54	7.73	92.27	19	438	3.36	7.95	16.19	83.81	21	487	4.01	9.00	14.83	85.17
PMSA	67	990	10.59	17.98	6.34	93.66	62	951	10.95	17.26	4.16	95.84	51	872	9.73	16.12	4.13	95.87
Research	178	639	28.12	11.61	21.79	78.21	143	650	25.27	11.80	6.12	93.88	130	645	24.81	11.93	5.53	94.47
T&R	150	917	23.70	16.66	14.09	85.91	145	933	25.62	16.93	18.03	81.97	129	941	24.62	17.40	16.77	83.23
T&S	68	700	10.74	12.71	8.85	91.15	71	693	12.54	12.58	13.45	86.55	69	649	13.17	12.00	12.06	87.94
Technical	30	620	4.74	11.26	4.62	95.38	22	637	3.89	11.56	9.29	90.71	25	634	4.77	11.72	9.61	90.39
AnT&R	1	7	0.16	0.13	12.5	87.5	0	7	0.00	0.13	3.34	96.66	0	7	0.00	0.13	3.79	96.21

Figure 4: PoC Population Trend (Excluding Casual) by Job Group



5. Disability Pay Gap

A positive **black** number, means that there is a pay gap in favour of the No known disability groups, whereas a negative **red** number means that there is a pay gap in favour of the Known disability group.

7545 Full Pay Relevant Employees are included in the Statutory Disability Pay Gap calculation, of which 372 (4.93%) were known to have a disability, and 7173 (95.07%) had no known disability. This represents an increase from 331 known disabled staff in 2018 or 4.60%.

Table 30: Statutory Disability Pay Gap Data

	#Dis	#No Dis	DPG 2019		DPG 2018	DPG 2017
i. Mean Hourly Disability Pay Gap	372	7173	11.28%	↓	11.61%	9.90%
ii. Median Hourly Disability Pay Gap	372	7173	9.59%	↓	11.10%	10.63%
iii. Mean Bonus Pay Disability Pay Gap	8	152	85.11%	↓	90.37%	-
iv. Median Bonus Pay Disability Pay Gap	8	152	0.00%	↓	50.26%	-
v. Proportion of staff in receipt of Bonus Pay:						
a. Proportion of disabled staff in receipt of bonus pay			2.15%	↑	0.91%	0.00%
b. Proportion of non-disabled staff in receipt of bonus pay			2.12%	↑	1.66%	1.67%
c. Proportion of staff in receipt of bonus pay who are known to have a disability			5%	↑	2.56%	0.00%
d. Proportion of staff in receipt of bonus pay who have no known disability			95%	↓	97.44%	100%

Table 31: Mean and Median Hourly Income and Annual Bonus Income

		££ 2019		££ 2018
Mean Hourly Pay Rate	No Known Disability	£20.50	↑	£20.04
	Known Disability	£18.18	↑	£17.72
Median Hourly Pay Rate	No Known Disability	£17.60	↑	£17.26
	Known Disability	£15.91	↑	£15.34
Mean Annual Bonus Pay	No Known Disability	£11,336	↓	£15,576
	Known Disability	£1688	↑	£1500

Median Annual Bonus Pay	No Known Disability	£1500	↓	£3016
	Known Disability	£1500	↔	£1500

vi. 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 32: Quartile Population

	2019				2018	
	#Dis	#Non Dis			#Dis	#Non Dis
Q1 Lower	114	1764	↑	↑	100	1699
Q2 Lower Middle	106	1771	↑	↑	99	1701
Q3 Upper Middle	79	1798	↑	↑	73	1726
Q4 Upper	73	1804	↑	↑	59	1740

Table 33: % Across Disability Status

	2019				2018	
	Disabled ↕	Non Dis ↕			#Dis	#Non Dis
Q1 Lower	30.65%	69.35%	↑	↓	30.21%	24.75%
Q2 Lower Middle	28.50%	71.50%	↓	↑	29.91%	24.77%
Q3 Upper Middle	21.24%	78.76%	↓	↑	22.05%	25.14%
Q4 Upper	19.62%	80.38%	↑	↑	17.83%	25.34%

Table 34: % Across Quartile (4.6% of Staff are Disabled)

	2019				2018	
	Disabled ↔	Non Dis ↔			#Dis	#Non Dis
Q1 Lower	6.07%	93.93%	↑	↓	5.56%	94.44%
Q2 Lower Middle	5.65%	64.35%	↑	↓	5.50%	94.50%
Q3 Upper Middle	4.21%	95.79%	↑	↓	4.06%	95.94%
Q4 Upper	3.89%	96.11%	↑	↓	3.28%	96.72%

6. Sexual Orientation Pay Gap

A positive **black** number, means that there is a pay gap in favour of the Heterosexual/Straight groups, whereas a negative **red** number means that there is a pay gap in favour of the Lesbian, Gay, Bisexual and Other group.

4956 Full Pay Relevant Employees are included in the Statutory Sexual Orientation Pay Gap calculation, of which 266 (5.37%) were known to be lesbian, gay, bisexual or other identify, and 4690 (94.63%) identified as heterosexual. The other 2553 FPRE have not provided information about sexual orientation and have therefore been excluded from this analysis.

Table 35: Statutory Sexuality Pay Gap Data

	#LGB+	#Hetro	SOPG 2019		SOPG 2018	SOPG 2017
i. Mean Hourly Sexuality Pay Gap	266	4690	2.11%	↑	-0.20%	3.45%
ii. Median Hourly Sexuality Pay Gap	266	4690	2.89%	↑	0.00%	0.00%
iii. Mean Bonus Pay Sexuality Pay Gap	1	92	80.67%	↓	87.28%	89.26%
iv. Median Bonus Pay Sexuality Pay Gap	1	92	0.00%	↔	0.00%	0.00%
v. Proportion of staff in receipt of Bonus Pay:						
a. Proportion of LGB+ staff in receipt of bonus pay			0.38%	↓	1.41%	2.04%
b. Proportion of Heterosexual staff in receipt of bonus pay			1.96%	↓	1.45%	1.58%
c. Proportion of staff in receipt of bonus pay who are LGB+			1.07%	↓	4.55%	5.26%
d. Proportion of staff in receipt of bonus pay who are Heterosexual			98.93%	↑	95.45%	94.74%

Table 36: Mean and Median Hourly Income and Annual Bonus Income

		££ 2019		££ 2018
Mean Hourly Pay Rate	Heterosexual	£19.09	↑	£18.57
	LGB+	£18.69	↑	£18.61
Median Hourly Pay Rate	Heterosexual	£17.22	↑	£16.88
	LGB+	£16.72	↓	£16.88
Mean Annual Bonus Pay	Heterosexual	£7760	↓	£11,790
	LGB+	£1500	↔	£1500

Median Annual Bonus Pay	Heterosexual	£1500	↔	£1500
	LGB+	£1500	↔	£1500

vi. 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 37: Quartile Population

	2019		LGB+	Hetero	2018	
	#LGB+	#Hetero			#LGB+	#Hetero
Q1 Lower	88	1151	↑	↑	60	1080
Q2 Lower Middle	51	1188	↑	↑	44	1096
Q3 Upper Middle	71	1168	↑	↑	57	1083
Q4 Upper	56	1183	↑	↑	52	1089

Table 38: % Across Sexuality

	2019		LGB+	Hetero	2018	
	LGB+ ↕	Hetero ↕			LGB+ ↕	Hetero ↕
Q1 Lower	33.08%	24.54%	↑	↓	28.17%	24.84%
Q2 Lower Middle	19.17%	25.33%	↓	↑	20.66%	25.21%
Q3 Upper Middle	26.69%	24.90%	↓	↑	26.76%	24.91%
Q4 Upper	21.05%	25.22%	↓	↑	24.40%	25.05%

Table 39: % Across Quartile (5.37% of Staff are LGBO)

	2019		LGB+	Hetero	2018	
	LGB+ ↔	Hetero ↔			LGB+ ↔	Hetero ↔
Q1 Lower	7.10%	92.9%	↑	↓	5.26%	94.74%
Q2 Lower Middle	4.12%	95.88%	↑	↓	3.86%	96.14%
Q3 Upper Middle	5.73%	94.27%	↑	↓	5.00%	95.00%
Q4 Upper	4.52%	95.48%	↓	↑	4.56%	95.44%

7. Overview of Casual and Zero Hour Posts

7.1. Casual Posts

A casual post can be used when:

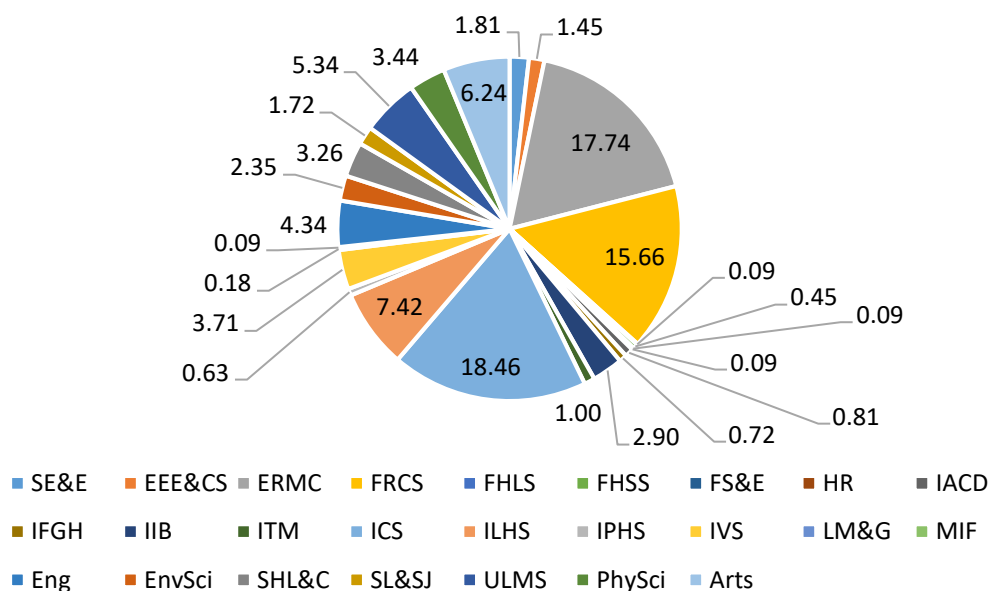
- the need for the work is not constant (seasonal or variable fluctuations in demand)
- unexpected, irregular or infrequent work (e.g. to cover short-term absence where minimal staff presence is essential)
- the requirement is short-term (no more than 8 weeks)
- you do not expect or need a long term,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

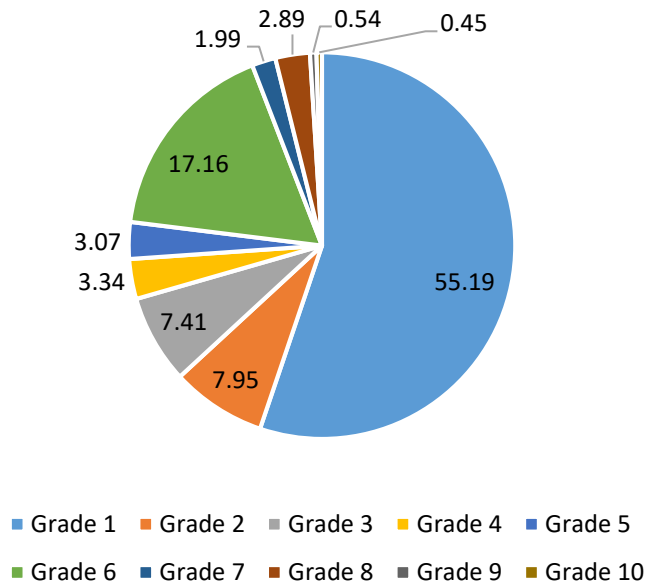
In 2019 there were 1107 casual posts (up from 945) included in the calculation. 406 (36.7%) were Male and 698 (63.1%) were female. The graphs below outline what grade and in which departments these casual posts were engaged on.

Casual Distribution by Department 2019



The departments engaging the largest proportion of Casuals in March 2019 were the Institute of Clinical Sciences (18.5%), External Relations, Marketing & Recruitment (17.7%) and Facilities, Residences and Commercial Services (15.7%), although collectively the Academic Schools and Institutes engaged 705 or 63.8% of the casual employees.

Casual Grade Distribution 2019



Below is a list of examples of what some of these casual posts were being used for in March 2019.

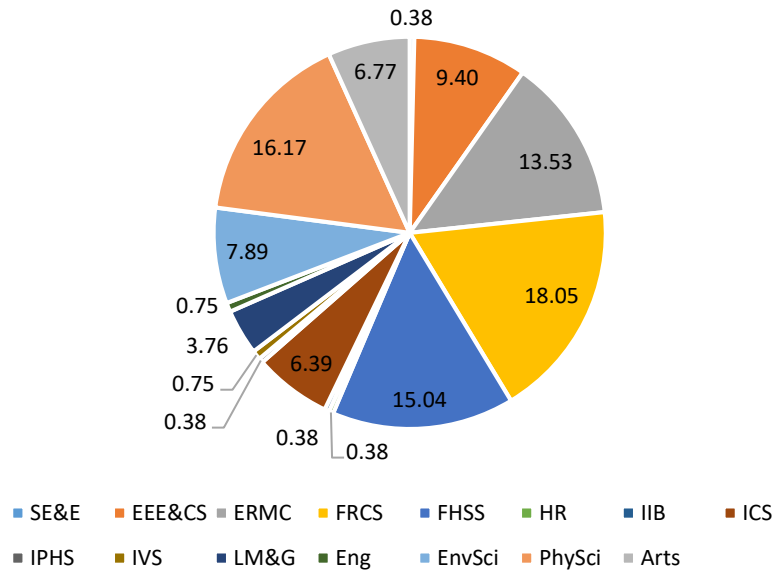
- | | |
|-------------------------|---|
| Careers & Employability | <ul style="list-style-type: none"> • Ad-hoc support for large events e.g. Careers Fairs • Telephone staff for the DLHE survey |
| Widening Participation | <ul style="list-style-type: none"> • Student Ambassadors |

7.2. Zero Hour Posts

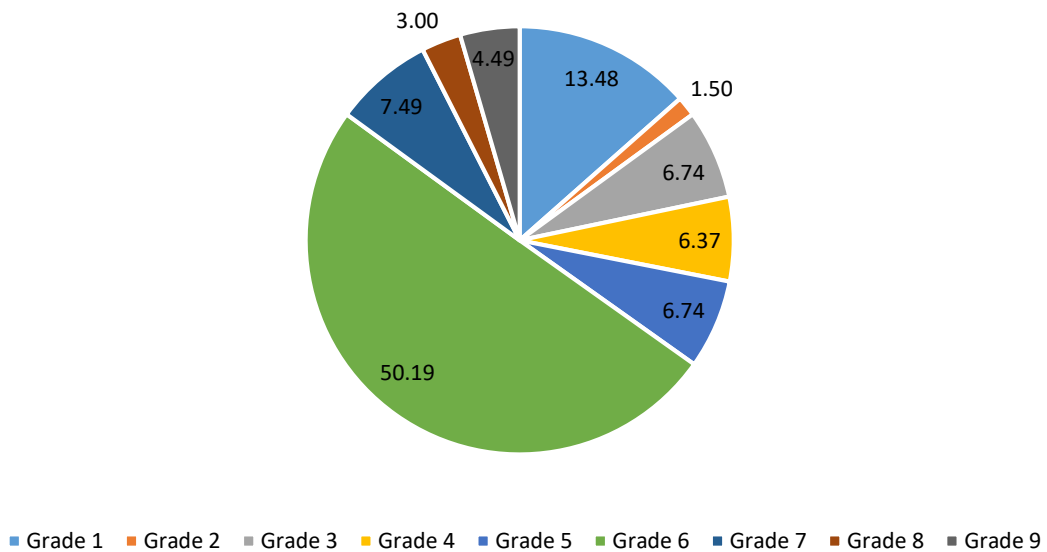
Zero hours posts are usually longer term than Casuals and therefore given a contract of employment. The nature of the work must take place throughout the year but does not have set hours. Individuals will be offered work when available and record their activity from week to week. The University employs 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 2019 there were 267 zero hour (up slightly from 260 in 2018) posts included in the calculation. 147 (55.1%) were Male and 120 (44.9%) were female. The graphs below outline what grade and in which departments these zero hour posts were engaged on.

Zero Hour distribution by Dept 2019



Zero Hour Grade Distribution 2019



Example of posts using zero hour contracts include:

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