



Private & Confidential

Liverpool John Moores University
Equal Pay Audit 2013
(Data August 2013)

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Introduction

Liverpool John Moores University fully supports the principles of equal pay for work of equal value. After the successful implementation of the National Pay Framework Agreement in 2006, a consistent and transparent grading structure was designed and incorporated at LJMU underpinned by Job Evaluation. At that time, the University committed to conduct equal pay audits on the equality protected characteristics on an annual basis. The initial audit was conducted shortly after the implementation of the pay structure, which confirmed that there were no pay gaps that were of concern or would need action.

This is the fifth complete Equal Pay Audit to be conducted by the University. Using the previous audit information the University can identify any pay gaps and/or trends.

The primary purposes of an equal pay review are to:

- establish whether there are pay inequities arising because of gender (sex), race, disability, sexual orientation, religion or belief, age; and/or from differing contractual arrangements
- analyse in more detail the nature of any inequalities
- analyse the factors creating inequalities and diagnose the cause or causes
- determine what action is required to deal with any unjustified inequalities revealed by the analysis and diagnosis

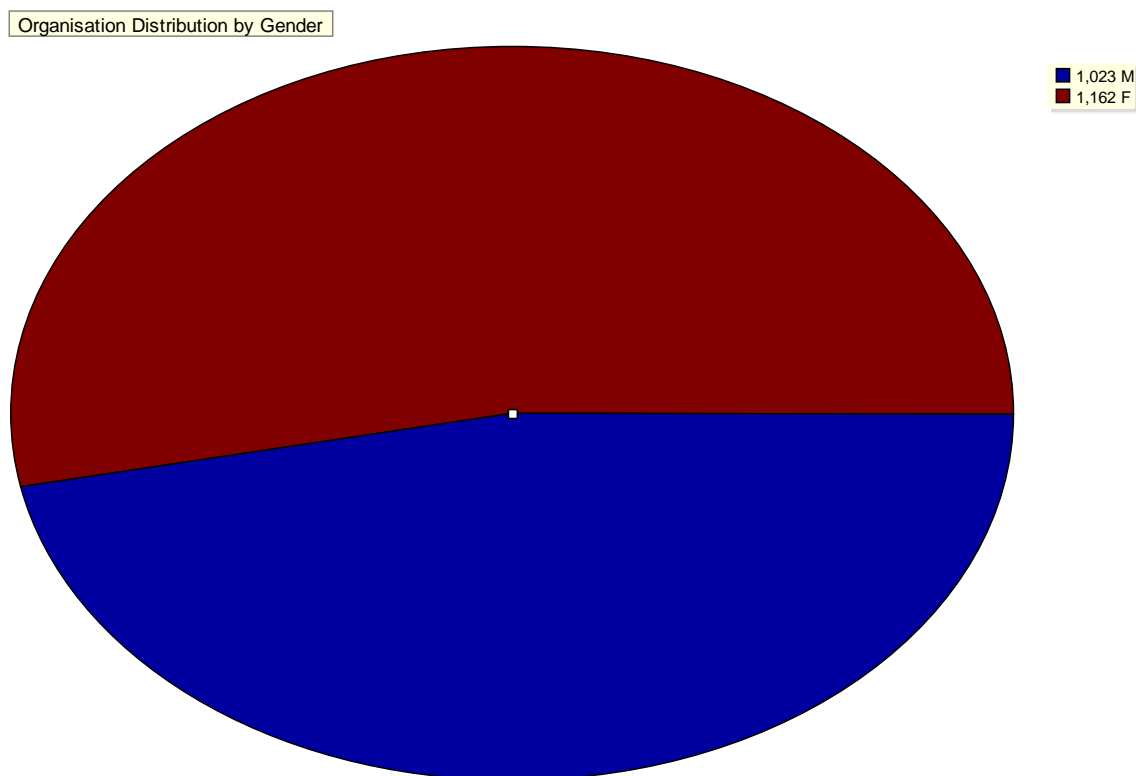
All audits are shared and presented to the University's locally recognised trade unions - UCU, GMB and UNISON. It is envisaged that this transparent approach regarding the completion of such reviews will enhance the quality of the review and promote commitment to its objectives and outcomes.

The LJMU Equal Pay Audit undertaken in 2012 focused on all staff and sought to identify any pay gaps across the majority of the main protected characteristics. The 2013 audit does the same as in previous years, and includes a comparison on STEM areas for the University's Athena SWAN submission.

As a guide, the Equality Human Rights Commission (EHRC) suggests that where an institution identifies a pay differential of less than 3% then no action is needed. Where there are consistent differences higher than 3% but less than 5% these areas should be monitored. Finally for pay gaps greater than 5% these should be addressed and action taken in order to close the gap.

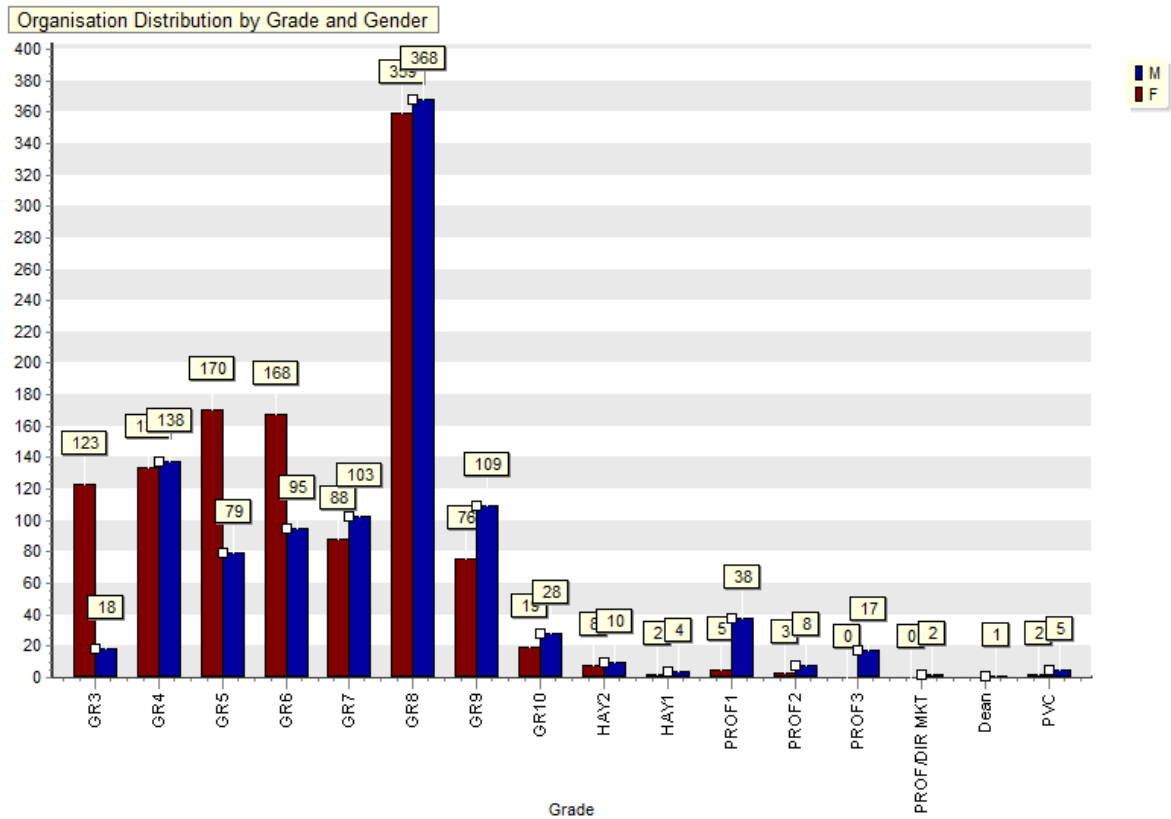
Findings

Fig: 1



The above chart shows the distribution of staff within the University by gender (sex). The chart shows that the University continues to achieve close to a 50/50 split representation of male and female staff with 1,162 (53.2%) females and 1,023 (46.8%) males, employing slightly more female members of staff than males. According to the Office for National Statistics (ONS) Regional Labour Market Statistics (Dec 2013), of those in employment for the North West 53% were male and 47% female. For Liverpool this figure was shown as 51% male and 49% female.

Fig: 2



The above chart shows the distribution of employees by gender (sex) across the grades within the University. As with last year's report, the representation of females is greater than males across the majority of grades 3 to 7, the remaining higher grades are generally populated by more male than female members of staff.

Main Analysis Gender (Sex)

Grade	Male			Female				
	Count	Avg Basic Pay	Avg Basic Hourly Rate	Count	Avg Basic Pay	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR3	18	16831.17	8.63	123	17064.69	8.75	-0.12	-1.39
GR4	138	19651.84	10.08	134	19538.48	10.02	0.06	0.58
GR5	79	23461.39	12.03	170	23717.23	12.16	-0.13	-1.09
GR6	95	28812.81	14.78	168	28841.50	14.79	-0.01	-0.1
GR7	103	35736.94	18.33	88	35608.38	18.26	0.07	0.36
GR8	368	44773.27	22.96	359	44697.34	22.92	0.04	0.17
GR9	109	52597.72	26.97	76	52333.18	26.84	0.14	0.50
GR10	28	59211.43	30.36	19	58957.53	30.23	0.13	0.43
	938	37477.74	19.22	1137	33308.54	17.08	2.14	11.12

The above table shows the overall pay gap for Grades 3-10 for 2013

Grade	Pay Gap 2011	Pay Gap 2012	Pay Gap 2013
GR3	0.14	-2.82	-1.39
GR4	0.63	0.37	0.58
GR5	-0.99	-1.44	-1.09
GR6	1.10	0.16	-0.10
GR7	-0.16	0.84	0.36
GR8	1.18	0.80	0.17
GR9	0.08	1.66	0.50
GR10	0.31	1.83	0.43
Total	12.73	11.63	11.12

The above table shows figures for this year's report in comparison to the previous two years. As can be seen, the University has reduced the gap from last year by a further 0.51%. The Office for National Statistics (Annual Survey of Hours and Earnings December 2013) has shown that the national average gender pay gap calculated against all employees is 19.1%. For the public sector alone this figure is 17.1% and for the public sector North West 17.3%. Again this year, LJMU's figure is considerably below the national average, regional average and the average for public sector.

Full Time

Grade	Male- FT			Female- FT				
	Count	Avg Basic Pay	Avg Basic Hourly Rate	Count	Avg Basic Pay	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR3	5	16811.8	8.62	2	17185	8.81	-0.19	-2.22
GR4	120	19705.92	10.11	64	19640.59	10.07	0.03	0.33
GR5	71	23547.58	12.08	111	23607.94	12.11	-0.03	-0.26
GR6	90	28755.97	14.75	126	28716.87	14.73	0.02	0.14
GR7	96	35744.63	18.33	66	35478.39	18.19	0.14	0.74
GR8	315	44788.03	22.97	278	44460.04	22.8	0.17	0.73
GR9	102	52517.61	26.93	67	52319.3	26.83	0.1	0.38
GR10	28	59211.43	30.36	18	58872.11	30.19	0.17	0.57
	827	37803.04	19.39	732	36607.55	18.77	0.61	3.16

The above table shows a breakdown of full time staff only. As can be seen, the LJMU figure is calculated at 3.16% down from the previous year's figure of 3.95%. The national figure (ASHE Survey December 2013) is shown as 15.6% whilst for the public sector only it is 13.2% and for the public sector within the North West it is 14.1%. Across all the grades there are again no areas requiring further action. Grade 3 again is showing a pay gap in favour of female members of staff, however this is due to the fact that all full time female members of staff are on the highest spinal point of the grade, with the majority of males on the lowest spinal point. The University's figure is less than a quarter of the national figure and considerably lower than the figure for both the public sector in general and the region. This highlights the University's commitment to supporting equality and that it operates a pay structure that is free from bias of gender (sex) or working hours. It is envisaged that year on year this figure should continue to reduce.

Part Time

Grade	Male-PT			Female-PT				
	Count	Avg Basic Pay	Avg Basic Hourly Rate	Count	Avg Basic Pay	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR3	13	16838.62	8.64	121	17062.70	8.75	-0.11	-1.33
GR4	18	19291.33	9.89	70	19445.11	9.97	-0.08	-0.80
GR5	8	22696.50	11.64	59	23922.85	12.27	-0.63	-5.40
GR6	5	29836.00	15.30	42	29215.38	14.98	0.32	2.08
GR7	7	35631.57	18.27	22	35998.32	18.46	-0.19	-1.03
GR8	53	44685.51	22.92	81	45511.78	23.34	-0.42	-1.85
GR9	7	53765.00	27.57	9	52436.56	26.89	0.68	2.47
GR10	0			1	60495.00	31.02		
	111	35054.11	17.98	405	27345.88	14.02	3.95	21.99

The above table also shows the breakdown for part time members of staff. The pay gap figure shows a slight increase from last year's figure of 21.86% to 21.99%. Nationally this figure is shown as 4.7%, however when comparing against the public sector this figure rises to 27% and for the public sector North West it is 26.6% (ASHE Survey December 2013). Although the figure is above that of the national figure it is lower than that of the public sector and lower than the regional percentage. It is a factor that the public sector does have a significant proportion of part time contracts. (Note: comparisons are carried out based on full time equivalent salary).

Similar to previous reports, a significant proportion of part-timers are female members of staff (79%). LJMU understands and strives to ensure that staff are able to achieve a healthy balance between their home and work lives. To do this the University has a number of flexible working initiatives in operation such as: term time/semester only working, flexi time, part time working and job share. Within the last year the HR department has facilitated a total 66 applications for flexible working with 37 of these being members of staff changing from full time to part time working.

Core Academic (Grades 8/9)

Grade	Male			Female				
	Count	Avg Basic Pay	Avg Basic Hourly Rate	Count	Avg Basic Pay	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR8	321	44700.86	22.92	292	44680.94	22.91	0.01	0.04
GR9	99	52540.19	26.94	55	52114.93	26.73	0.22	0.81
	420	46548.7	23.87	347	45859.24	23.52	0.35	1.48

The above table shows a breakdown of academics within the core academic grades 8 and 9. It can be seen that there are no areas of concern as the pay gap for the two grades fall below the guideline percentage. This year's figure is 1.48%, which is a decrease from last year's pay gap of 2.43%. Looking at a national comparison (ASHE Survey December 2013) for occupation: Higher Education Teaching Professionals, shows a pay gap of 15.3%. One of the supporting factors to the decrease in the pay gap is now that 66% of both male and female members of staff have now reached the highest spinal point.

Professoriate Grades

Grade	Male			Female				
	Count	Avg Basic Pay	Avg Basic Hourly Rate	Count	Avg Basic Pay	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
PROF1	38	60365.82	30.96	5	60749.60	31.15	-0.20	-0.64
PROF2	8	71223.63	36.52	3	69732.67	35.76	0.76	2.09
PROF3	17	84526.35	43.35	0				
	63	68264.1	35.01	8	64118.25	32.88	2.13	6.07

The above table shows a breakdown of findings for male and female pay across the Professoriate Grades. As in previous reports the Professoriate Grades have been grouped into three main grades, although within each there are three distinctive levels where progression is not automatic, but determined by a panel. The grades have been shown in this format to anonymise the information and avoid potential identification of individuals. The table shows an overall pay gap of 6.07% which is up from the previous year's total gap of 5.04%. Professoriate salaries are determined by the Professorial Pay Enhancement Panel. This pay review process previously occurred every three years but has now changed to an annual cycle. (Previously the panel met on an annual basis to consider exceptional cases only). The Pay Enhancement Panel reviews the pay of individual professors against an agreed set of performance criteria to ensure appropriate reward and recruitment incentives for Professorial staff. Since the last audit the University has seen an increase of 6 male Professors and 1 Female. Contributing to the overall pay gap is that 4 of the males are within the highest Professorial grade. Previous reports have highlighted the disproportionate levels of male to female members of staff within the

Professoriate. It had been noted by members of SMT that this was a result of recruitment trends 20 years ago of which we are seeing the result in gender levels today. The University is currently completing a submission to achieve Athena SWAN Bronze Charter membership status. The Athena SWAN Awards action plan will assist the University in addressing the issue of gender imbalance in key areas of the University particularly in STEM departments.

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Equality Disclosure Promotion Drive

Throughout the months of November/December 2013 the HR department undertook a promotion exercise with the aim of encouraging staff to disclose and update their equality data. The department highlighted how the data would be used for such purposes as Equal Pay Audits, HEFCE returns and support for any equality positive action initiatives. The overall result was relatively successful as highlighted below:

Ethnicity – we had a 0.4% increase overall in declaration. For those from another ethnic minority we had a 8.2% increase in declaration.

Disability – we had 3.2% increase overall in declaration. For those with a disability we had 30.1% increase in declaration.

Religion – we had 17.9% increase overall in declaration. For those with a religious belief we had a 5.9% increase in declaration.

Sexual Orientation – we had 28.1% increase overall in declaration. For LGBT we had 42.9% increase in declaration.

Ethnicity Main Findings

Grade	White			Other Ethnic Minority				
	Count	Avg Basic Pay	Avg Basic Hourly Rate	Count	Avg Basic Pay	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR3	102	17122.56	8.78	5	17185	8.81	-0.03	-0.36
GR4	239	19642.34	10.07	9	19621.44	10.06	0.01	0.11
GR5	218	23775.45	12.19	7	23484.14	12.04	0.15	1.23
GR6	238	28950.42	14.85	9	27835.11	14.27	0.57	3.85
GR7	170	35728.48	18.32	4	35177.50	18.04	0.28	1.54
GR8	571	44967.23	23.06	63	44184.17	22.66	0.40	1.74
GR9	158	52520.23	26.93	11	52796.09	27.07	-0.14	-0.53
GR10	44	59054.18	30.28	1	60495.00	31.02	-0.74	-2.44
PROF1	28	60147.46	30.84	9	61457.89	31.52	-0.67	-2.18
PROF2	10	71323.00	36.58	1	65757.00	33.72	2.85	7.8
PROF3	13	83878.69	43.01	3	83649.00	42.90	0.12	0.27
	1791	36096.46	18.51	122	41908.3	21.49	-2.98	-16.1

The above table shows a breakdown of findings across the grades based on ethnicity. Prof 2 Grade is showing a pay gap of 7.8% however this is due to there being only one member of staff from an ethnic minority within this grade. This member of staff is also positioned on the lowest spinal point of this Grade, where the majority of white members of staff within Prof 2 are on the highest two spinal points. The table is showing an 16.1% pay gap in favour of staff from an ethnic minority; however a major factor in this is due to 72% of these being on the higher managerial/professional grades of the University which is up from last year's figure of 66%.

It should be noted that the University has carried out this comparison based on information returned and updated by staff regarding their equality & diversity details. The number of staff who have not returned any information or refused to provide information relating to their ethnic origin is 233 approximately 10% of staff.

For the above grades, the University's ethnic population can be seen as 6.38% which is up from last year's figure of 5.8%. The Labour Market Statistics (ONS March 2014 data sets October 2013) showed 10.3% of those in UK employment (aged 16-64) were of BME origin. The 2011 Census Key Statistics for local authorities (released December 2012) showed the ethnic population for the Merseyside region to be 8.2%, for Liverpool this figure rose to 15.2%. This figure is in line with previous reports which indicate the BME population for the region and locally is increasing. One of the University current Equality Objectives 2012-2016 is to increase its own percentage of BME staff in the University year on year. The recent equality disclosure drive has shown an increase in the percentage of BME staff employed by the University.

Disability Main Findings

Grade	Disability No			Disability Yes				
	Count	Avg Basic Pay	Avg Basic Hourly Rate	Count	Avg Basic Pay	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR3	54	17101.61	8.77	5	17185	8.81	-0.04	-0.49
GR4	136	19657.22	10.08	24	19801	10.15	-0.07	-0.73
GR5	159	23904.81	12.26	19	24072.84	12.35	-0.09	-0.7
GR6	167	28888.95	14.81	14	28913.71	14.83	-0.01	-0.09
GR7	125	35867.42	18.39	13	36181.77	18.55	-0.16	-0.88
GR8	401	45079.65	23.12	44	45174.23	23.17	-0.05	-0.21
GR9	127	52454.81	26.9	12	53508.67	27.44	-0.54	-2.01
GR10	40	59166.1	30.34	1	55375	28.4	1.94	6.41
PROF1	27	60530.07	31.04	3	59686.67	30.61	0.43	1.39
PROF2	8	71720.5	36.78	1	65757	33.72	3.06	8.31
PROF3	14	83436.21	42.79	0				
	1258	37509.65	19.24	136	35468.01	18.19	1.05	5.44

The above table shows a breakdown of findings across the grades based on Disability.

The University carried out this comparison based on information returned and updated by staff regarding their equality & diversity details. The number of staff who have not provided or refused information relating to disabilities is 752 which is a marked reduction from last year's figure of 981, again highlighting the success of the equality disclosure drive November/December. Last year it was highlighted that more could be done to capture equality data at recruitment and appointment stage. This has resulted in information being tracked from the I-Recruitment system to the live HR system once an applicant has been successfully appointed.

Grade 10 shows pay gap of 6.41%, whilst Prof 2 highlights a pay gap of 8.31%. This is due to the member of staff disclosing a disability being on the first spinal point within the grade while the majority of those with no disability are at the highest point, with a ratio of 8:1. This is also the justification behind the pay gap that exists within Grade 10.

For the above grades the University's population of staff disclosing disabilities is 10.8%. The Labour Market Statistics (ONS March 2014 data sets Jan-March 2013) showed that of the UK working population aged 16-64, 29% of those economically active were registered as having a disability, of this approx 87% are in employment. According to National Census (2011), the figure for Liverpool is 18% of the working age population 16-64.

Religious Belief Main Findings

Grade	Religious			No Religious Belief				
	Count	Avg Basic Pay	Avg Basic Hourly Rate	Count	Avg Basic Pay	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR3	34	17185.00	8.81	9	17081.33	8.76	0.05	0.60
GR4	84	19646.13	10.07	38	19685.53	10.10	-0.02	-0.20
GR5	91	23867.67	12.24	39	23896.21	12.25	-0.01	-0.12
GR6	92	28926.89	14.83	54	28719.33	14.73	0.11	0.72
GR7	60	35804.30	18.36	40	35655.65	18.28	0.08	0.42
GR8	179	45234.12	23.20	128	44447.02	22.79	0.40	1.74
GR9	52	52488.73	26.92	47	52285.64	26.81	0.10	0.39
GR10	22	59247.00	30.38	11	58939.00	30.23	0.16	0.52
PROF1	11	60790.82	31.17	11	60169.82	30.86	0.32	1.02
PROF2	2	73709.00	37.80	5	71322.80	36.58	1.22	3.24
PROF3	2	86631.50	44.43	10	82158.20	42.13	2.29	5.16
	629	35509.05	18.21	392	39402.65	20.21	-2	-10.97

The above table shows a breakdown of findings across the grades based on staffs' declaration of their Religious Belief. The table shows pay gaps at both Professorial Level 2 and 3. As within previous tables this gap is in relation to spinal position and representation of staff within the grade, and therefore can be justified.

As mentioned previously, the University carried out this comparison based on information returned and updated by staff regarding their equality & diversity details. The number of staff who have not provided or refused information relating to Religious Belief is 1125, approximately 52% of staff which is down from last year's percentage of 64%.

For the above grades, the University's population for staff who have disclosed a religious belief is 62%. The 2011 Census Key Statistics for local authorities (released December 2012) showed 81.6% of people in Merseyside reported having a religious affiliation, with figure for Liverpool also 81%.

Sexual Orientation Main Findings

Grade	Heterosexual			LGBT				
	Count	Avg Basic Pay	Avg Basic Hourly Rate	Count	Avg Basic Pay	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR3	33	17102.64	8.77	1	15400	7.9	0.87	9.96
GR4	112	19641.01	10.07	9	19679.44	10.09	-0.02	-0.2
GR5	130	23882.03	12.25	1	24288	12.46	-0.21	-1.7
GR6	142	28955.72	14.85	4	27830.25	14.27	0.58	3.89
GR7	95	35836.69	18.38	3	34259	17.57	0.81	4.4
GR8	310	44856.97	23	12	43874.83	22.5	0.5	2.19
GR9	98	52361.06	26.85	10	52712.4	27.03	-0.18	-0.67
GR10	32	59153.88	30.34	2	60495	31.02	-0.69	-2.27
PROF1	23	60412.78	30.98	0				
PROF2	5	71322.8	36.58	0				
PROF3	11	83378.18	42.76	0				
	991	37314.11	19.14	42	38226.5	19.6	-0.47	-2.45

The above table shows a breakdown of findings across the grades based on Sexual Orientation. As can be seen, Grade 3 has been highlighted with a pay gap of 9.96%. Again this can be justified through spinal position and representation. Within this particular grade last year there was no representation from LGBT within Grade 3, this year has seen an inclusion of one member of staff with ratio of 33:1. With the increase in declaration this has seen the pay gap at Grade 6 decrease from last year's figure of 10% to 3.89%. It should also be noted that a gap has developed within Grade 7 which will be monitored ongoing.

The University carried out this comparison based on information returned and updated by staff regarding their equality & diversity details. The number of staff who have not provided or refused information relating to Sexual Orientation is 1113 which is a marked improvement on last year's figures of 1521, this is still however approximately 52% of staff.

For the above grades, the University's population for staff who have declared themselves as LGBT is 4.1% which is up from last year's figure of 3.4%. Stonewall estimates that roughly 6% of the population of Liverpool have declared themselves as LGBT. With recent change in law (equal marriage) in relation to same sex marriage and equality with heterosexual marriage, this may now see a rise in declaration from LGBT community.

Age

Grade	18-21		22-29		30-39		40-49		50-59		60+	
	Count	Avg Basic Hourly Rate	Count	Avg Basic Hourly Rate	Count	Avg Basic Hourly Rate	Count	Avg Basic Hourly Rate	Count	Avg Basic Hourly Rate	Count	Avg Basic Hourly Rate
GR3	6	7.97	10	8.49	7	8.51	23	8.79	61	8.81	34	8.81
GR4	3	9.33	33	9.78	62	10.06	73	10.12	77	10.09	24	10.13
GR5	0		27	11.22	69	12.13	83	12.22	56	12.31	14	12.46
GR6	0		24	13.95	80	14.67	91	14.96	51	15.03	17	14.82
GR7	0		11	16.72	50	18.19	76	18.43	38	18.47	16	18.68
GR8	0		28	20.53	175	22.10	272	23.23	210	23.46	42	23.59
GR9	0		0		24	25.77	80	27.00	67	27.13	14	27.41
GR10	0		0		2	30.57	19	29.64	25	30.77	1	31.02
PROF1	0		0		3	30.22	12	30.80	16	31.24	12	31
PROF2	0		0		0		5	36.98	6	35.76	0	0
PROF3	0		0		0		6	42.13	7	43.77	4	44.43
	9	8.42	133	13.56	472	17.46	740	19.68	614	19.56	178	18.11
National Figure		7.62		11.58		16.01		17		16.44		14.58

The above table shows the distribution of the University's workforce by age and grade. The highest population is aged between 40-49 with the majority of these based within Grade 8. The table also shows the national average hourly rate for the selected age groups (Annual Survey of Hours and Earnings December 2013). Across all the age groups it can be seen that the University pays above that of the national average, for the majority by at least 15%.

Age Group by Gender

Age Group	18-21 M	18-21 F	22-29 M	22-29 F	30-39 M	30-39 F	40-49 M	40-49 F	50-59 M	50-59 F	60+ M	60+F
AvG Hourly Rate	8.33	8.43	14.42	12.84	18.15	16.89	20.70	18.8	21.94	17.38	21.73	14.57
Pay Gap %	-1.18%		10.90%		6.90%		9.20%		20.80%		32.90%	
National Fig %	6.90%		4.90%		11.30%		24%		25%		23.80%	

The above table shows a breakdown of the average hourly rate for male and female members of staff across the selected age groups. The table also shows the percentage for the University's pay gap and that of the national average (Annual Survey of Hours and Earnings Dec 2013). In comparison to the national figures the University is below this across the majority of the selected age groups.

The pay gap for the age group of 22-29 is above that of the national figure. This particular group is populated by more female than male members of staff, with 62% of them paid below Grade 6 in the core administrative, technical and manual grades of the University.

The pay gap for the age group 60+ is also above that of the national percentage. This particular group has nearly 57% of females based within lower manual/administrative Grade, whilst 58% of the males within this age group are based within the higher managerial/professional grades of the University.

Future Equality Disclosure Actions

As this year's equality disclosure promotion has been successful, increasing the number of staff disclosing protected characteristics, it is envisaged that this type of exercise will be carried out on a regular basis, utilising a communication strategy that highlights the benefits of having rich data and the initiatives it can support. Going forward the University will look to build upon the positive results highlighted in this year's report, and continue to report on any initiatives developed as a result of it.