



**Private & Confidential**

**Liverpool John Moores University**  
**Equal Pay Audit 2015**

DRAFT

## **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 sixth 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.

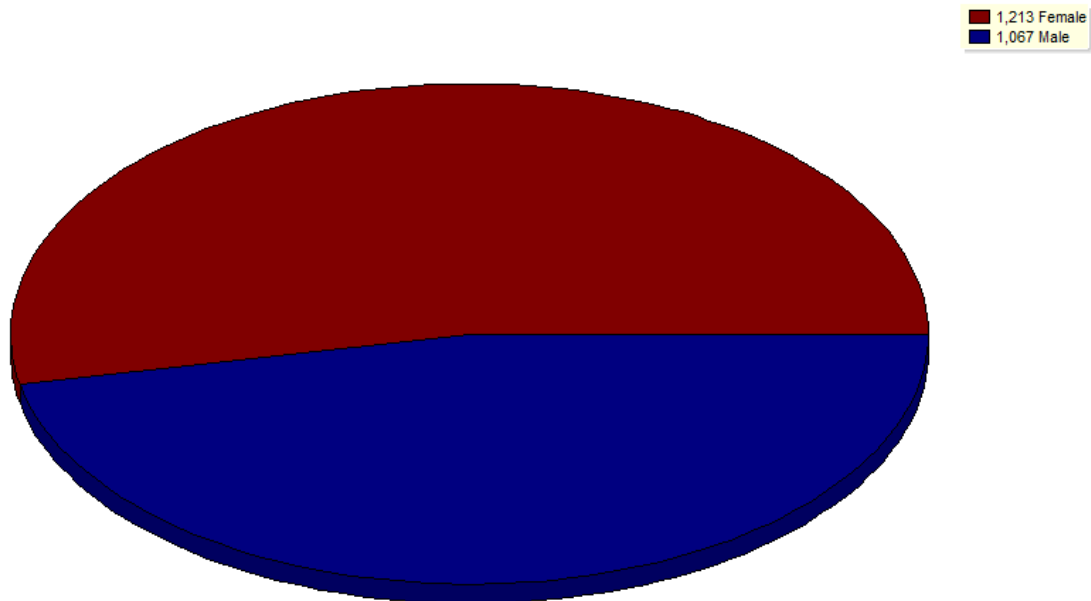
The LJMU Equal Pay Audit undertaken in 2014 focused on all staff and sought to identify any pay gaps across the majority of the main protected characteristics. The 2015 audit does the same as in previous years. Data is collated as at 1<sup>ST</sup> August 2014. The report excludes sessional members of staff, apprentices, zero hours, and hourly paid members of staff. The report compares against national figures using the Annual Survey of Hours and Earning (ASHE), which provisional results were released by Office for National Statistics (ONS) in November 2015.

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

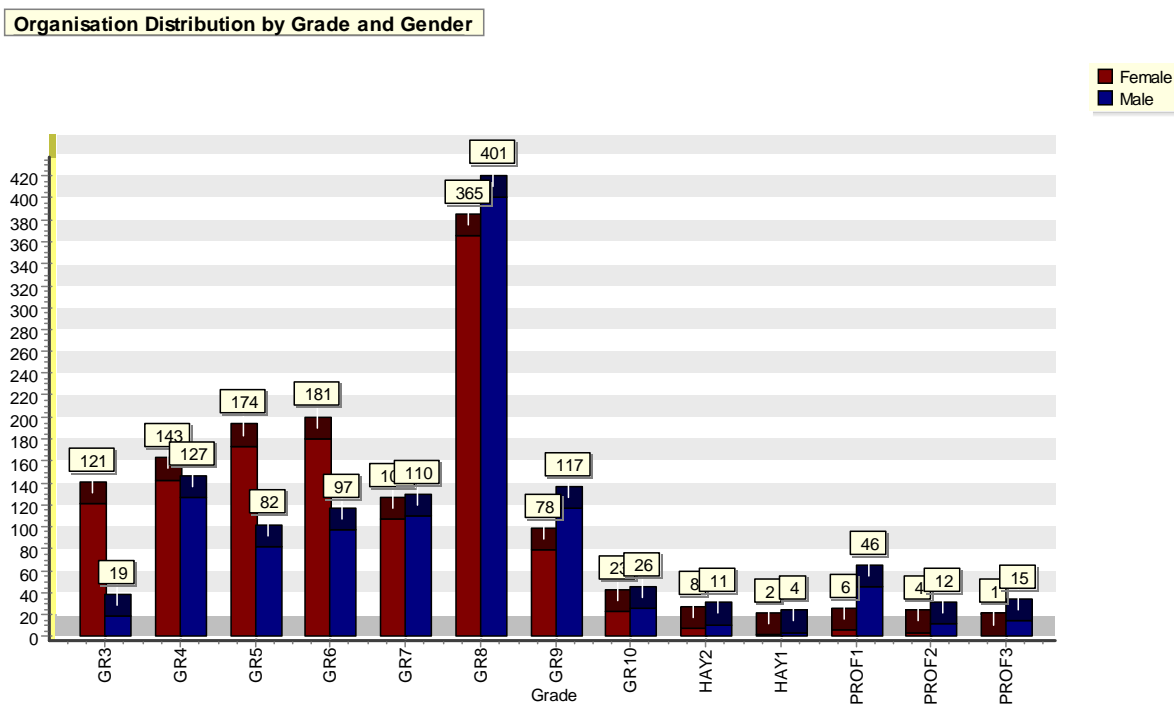
Fig: 1

Organisation Distribution by Gender



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 1,213 (53%) females and 1,067 (47%) males, According to the Office for National Statistics (ONS) Regional Labour Market Statistics (January 2015 data sets Sept - Nov 2015), of those in employment for the North West 53% were male and 47% female which has remained static, from the previous year. According to the Equality in Higher Education Statistical Report (2015), the split within the sector (England) is 54% female and 46% male members of staff. LJMU's gender representation is in line with that of the regional and sector figures.

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 2 to 7, the remaining higher grades are generally populated by more male than female members of staff.

## Main Analysis Gender (Sex)

Grade	Male	Annual	Annual	Hourly	Female	Annual	Annual	Hourly	Hourly	
	Count	Avg Basic Pay	Total Sal	Avg Basic Hourly Rate	Count	Avg Basic Pay	Total Sal	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR3	19	17300	328700	9.51	121	17588.99	2128268	9.66	-0.16	1.67
GR4	127	20260.47	2573080	11.13	143	20135.01	2879306	11.06	0.07	0.62
GR5	82	24112.02	1977186	13.25	174	24338.02	4234815	13.37	-0.12	0.94
GR6	97	29713.64	2882223	16.33	181	29772.22	5388772	16.36	-0.03	-0.2
GR7	110	36554.85	4021034	20.09	107	36578.82	3913934	20.1	-0.01	0.07
GR8	401	46384.28	18600096	25.49	365	46486.53	16967583	25.54	-0.06	0.22
GR9	117	53964.18	6313809	29.65	78	53944.71	4207687	29.64	0.01	0.04
GR10	26	61695.81	1604091	33.9	23	61308.3	1410091	33.69	0.21	0.63
	<b>979</b>	<b>39121.78</b>	<b>38300218</b>	<b>21.5</b>	<b>1192</b>	<b>34505.41</b>	<b>41130457</b>	<b>18.96</b>	<b>2.54</b>	<b>11.8</b>

The above table shows the overall pay gap for Grades 3-10 for 2015

The pay gap of 11.8% is based on the averages across all the staff grades within the table. The pay gap shown within actual grades, are those to be considered under the EHRC guidelines, and as can be seen show no areas for concern.

<b>Grade</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>
GR2				3.42	
GR3	0.14	-2.82	-1.39	-5.67	-1.67
GR4	0.63	0.37	0.58	2.06	0.62
GR5	-0.99	-1.44	-1.09	-0.88	-0.94
GR6	1.10	0.16	-0.10	-0.93	-0.2
GR7	-0.16	0.84	0.36	1.08	-0.07
GR8	1.18	0.80	0.17	-0.32	-0.22
GR9	0.08	1.66	0.50	0.79	0.04
GR10	0.31	1.83	0.43	0.57	0.63
<b>Total</b>	<b>12.73</b>	<b>11.63</b>	<b>11.12</b>	<b>10.83</b>	<b>11.80</b>

The above table shows figures for this year's report in comparison to the previous four years. The University has had a slight increase from last year's gap (0.97%). ONS Annual Survey of Hours and Earnings (ASHE November 2015) has shown that the national average gender pay gap calculated against all employees is 17.5%. For the public sector alone this figure is 18.1% and for the public sector North West 17.2%. 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	Annual	Annual	Hourly	Female- FT	Annual	Annual	Hourly	Hourly	
	Count	Avg Basic Pay	Total Sal	Avg Basic Hourly Rate	Count	Avg Basic Pay	Total Sal	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR3	6	17254.33	103526	9.48	9	17122.33	154101	9.41	0.07	0.77
GR4	110	20319.53	2235148	11.16	68	20121.12	1368236	11.06	0.11	0.98
GR5	72	24112.99	1736135	13.25	105	24181.15	2539021	13.29	-0.04	0.28
GR6	89	29679.76	2641499	16.31	126	29633.99	3733883	16.28	0.03	0.15
GR7	104	36521.38	3798224	20.07	72	36521.53	2629550	20.07	0	0
GR8	342	46308.61	15837545	25.44	282	46237.2	13038890	25.41	0.04	0.15
GR9	114	53926.68	6147642	29.63	68	53916.09	3666294	29.62	0.01	0.02
GR10	26	61695.81	1604091	33.9	22	61262.23	1347769	33.66	0.24	0.7
	<b>863</b>	<b>39517.74</b>	<b>34103809</b>	<b>21.71</b>	<b>752</b>	<b>37869.34</b>	<b>28477744</b>	<b>20.81</b>	<b>0.91</b>	<b>4.17</b>

The above table shows a breakdown of full time staff only. The LJMU figure is calculated at 4.17% which is slightly up from the previous year's figure of 3.92%. The national figure ASHE (November 2015) is shown as 13.8% whilst for the public sector only it is 14.2% and for the public sector within the North West it is 14.8%. Across all the grades there are no areas requiring further action. This highlights the University's commitment to supporting equality and that it operates a pay structure free from bias in respect of gender (sex) or working hours. The proportion of male staff working full time contracts is 53% with female staff 47% this is an exact replication of the national sector figures according to the Equality in Higher Education Statistical Report (2015).

Part Time

Grade	Male PT	Annual	Annual	Hourly	Female PT	Annual	Annual	Hourly	Hourly	
	Count	Avg Basic Pay	Total Sal	Avg Basic Hourly Rate	Count	Avg Basic Pay	Total Sal	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR3	11	17496.36	192460	9.61	103	17703	1823409	9.73	-0.11	-1.18
GR4	13	20269.31	263501	11.14	67	20266.9	1357882	11.14	0	0.01
GR5	9	24282.11	218539	13.34	63	24666.14	1553967	13.55	-0.21	-1.58
GR6	8	30090.5	240724	16.53	52	30301.9	1575699	16.65	-0.12	-0.7
GR7	5	37008.4	185042	20.33	34	36811.47	1251590	20.23	0.11	0.53
GR8	59	46822.92	2762552	25.73	81	47411.8	3840356	26.05	-0.32	-1.26
GR9	3	55389	166167	30.43	10	54139.3	541393	29.75	0.69	2.26
GR10	0		0		1	62322	62322	34.24		
	<b>108</b>	<b>37305.42</b>	<b>4028985</b>	<b>20.5</b>	<b>411</b>	<b>29213.18</b>	<b>12006618</b>	<b>16.05</b>	<b>4.45</b>	<b>21.69</b>

The above table shows the breakdown for part time members of staff. The pay gap figure shows again a slight increase from last year's figure of 15.58% to 21.69%. Nationally this figure is shown as 2.2%, however when comparing against the public sector this figure rises to 26.2% and for the public sector North West it is 22.8% (ASHE November 2015). 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-time staff are female (79%). This is slightly higher than the national figure of 67% (Equality in Higher Education Statistical Report 2015). LJMU understands and strives to ensure that staff are able to achieve a healthy balance between their home and work lives. To achieve this, the University has a number of flexible working initiatives in operation including term time/semester only working, flexi time, part time working and job share. Within the annual period leading up to the report, there has been a total 139 staff making change to their contracted hours of work. 68% of these were from female members of staff with just under half moving from full time to part-time hours. However, having a high percentage of female staff as part time is not uncommon within the sector as can be seen by the national percentages.



### Core Academic (Grades 8/9)

Grade	Male ACD	Annual	Annual	Hourly	Female ACD	Annual	Annual	Hourly	Hourly	
	Count	Avg Basic Pay	Total Sal	Avg Basic Hourly Rate	Count	Avg Basic Pay	Total Sal	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
<b>GR8</b>	341	46319.49	15794946	25.45	298	46450.43	13842228	25.52	-0.07	0.28
<b>GR9</b>	104	53907.96	5606428	29.62	58	53744.5	3117181	29.53	0.09	0.3
	<b>445</b>	<b>48092.98</b>	<b>21401374</b>	<b>26.42</b>	<b>356</b>	<b>47638.79</b>	<b>16959409</b>	<b>26.18</b>	<b>0.25</b>	<b>0.94</b>

The above table shows a breakdown of academics within the core academic grades 8 and 9. There are no areas of concern as the pay gap for the two grades fall below the guideline percentage, with the average female hourly rate higher in Grade 8. This year's figure of 0.94% is a decrease from last year's pay gap of 1.04%. Looking at a national comparison (ASHE November 2015) for occupation classification Higher Education Teaching Professionals (SOC code 2311), shows a pay gap of 12.3%. For the North West region this figure is 14.5%. A recent press story in relation to the pay gap of academic staff within Liverpool University highlighted that male academic members of staff had been paid between £1893 - £3,220 more than their female counterparts across a number of years. Looking at the figures above, LJMU's core academic pay gap is significantly below this. What is also interesting to note is that within these two grades, a large percentage of male and female members of staff have now reached the highest spinal point within the grade.

### Professoriate Grades

Grade	Male	Annual	Annual	Hourly	Female	Annual	Annual	Hourly	Hourly	
	Count	Avg Basic Pay	Total Sal	Avg Basic Hourly Rate	Count	Avg Basic Pay	Total Sal	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
<b>Profs</b>	73	68831.01	5024664	37.82	11	66779.27	734571.97	36.69	1.13	2.98

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 together, although within each there are three levels where progression is not automatic, but determined by a panel review and linked to performance. 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 2.98% which is a marked reduction from the previous year's total gap of 6.13%. Professoriate salaries are determined by the Professorial Pay Enhancement Panel. The Pay Enhancement Panel meet annually to review the pay of individual

professors against an agreed set of performance criteria to ensure appropriate reward for Professorial staff. Since the last audit, the University has seen an increase of 7 male Professors and 3 female. The increase in female Professors has, for the first time, seen representation within the highest level Prof 3, with a majority of increase to female representation within Prof 1. Previous reports have highlighted the disproportionate levels of male to female members of staff within the Professoriate. The University's split in terms of male and female representation within the professoriate, 86% male, and 14% female is slightly higher than that of the national average 78% for male and lower than that of 22% for females, (Equality in Higher Education Statistical Report 2015).

The University currently has Athena SWAN Bronze Charter membership status. The Athena SWAN Awards action plan will further assist the University in addressing the issue of gender imbalance in key areas of the University, particularly in STEM departments. As within the previous year's audit an analysis of the male and female pay gap within STEM areas has been included.

### **Recruitment Statistics**

For the annual period leading up to the equal pay audit LJMU received a total of 5519 job applications. 52% of these were from females and 48% from males. It should be noted there were 94 candidates who did not enter this information on their application. This in itself can be viewed positively as it is a relatively small percentage in relation to the total number who applied.

During this period, more females were successful in obtaining appointments with 6% of them going on to be employed as opposed to 5% males. For this period, the University actually appointed more female academic members of staff than males in a total of 5 positions. The University appointed more male candidates to research and technical positions. However, nearly double the number of female candidates were appointed to administrative roles than males.

The highest number of applications came from female members of staff within the age bracket of 20-29, with 72% for administrative positions. For male candidates, the highest number of applications were from age bracket 30-39 with 70% for academic positions. Although the University generally appointed a positive balance between male and females to academic, research and technical and manual roles. It is within administrative roles there is a marked difference, with nearly double the number of females being appointed and a high level of applications from females for lower scale administrative posts. This is likely to have an impact on the overall University pay gap. Within the sector, some 41% more female staff occupy administrative core roles (XpertHR level M) than males Higher Education Statistic Report (2015).

## **National Living Wage**

Over the last couple of years, the 'National Living Wage' has become the focus of a number of equality groups, the HE Unions, and the press with a number of reports. Since the last report the government has introduced a National Living Wage which will effectively replace the National Minimum Wage from April 2016. From this date all workers aged 25 and over are legally entitled to at least £7.20ph (this is currently 99p below the lowest used spinal point of the University pay scales). The Living Wage Foundation guideline is an informal benchmark calculated by the Centre for Research in Social Policy (CRSP). The calculation takes into consideration a number of factors leading to a calculation of what items people need for a minimum acceptable living standard. The current rate is £8.25 which is above the lowest spinal point of the University. At LJMU Employment Committee June 2015, it was agreed the University would seek to gain Living Wage Foundation accreditation which is a commitment to pay the foundation rate. March 2016 The University officially became an accredited Living Wage Employer, and the largest employer to be accredited in Liverpool. This decision means that, in the future, any post appointed to Grade 2 will be appointed at the second spinal point within the grade (£8.36 per hour) The University has also taken the decision to expand this criteria to Student Interns (Grade 2) even though this particular group is excluded from the accreditation criteria.

## **Equality Disclosure Promotion Drive**

As within previous years we rely on the strength of data we have through disclosure of equality information from staff. Previously the HR Department has undertaken promotional exercises with the aim of encouraging staff to disclose and update their equality data. Continually we highlight how the data would be used for such purposes as Equal Pay Audits, HEFCE returns and support for any equality positive action initiatives.

## Ethnicity Main Findings

Grade	White	Annual	Annual	Hourly	BAME	Annual	Annual	Hourly	Hourly	
	Count	Avg Basic Pay	Total Sal	Avg Basic Hourly Rate	Count	Avg Basic Pay	Total Sak	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR3	99	17675.06	1749831	9.71	5	17703	88515	9.73	-0.02	-0.16
GR4	233	20270.8	4723096	11.14	8	20120.25	160962	11.06	0.08	0.74
GR5	219	24448.31	5354180	13.43	6	23648.33	141890	12.99	0.44	3.27
GR6	247	29913.81	7388711	16.44	10	29105.2	291052	15.99	0.44	2.7
GR7	179	36778.38	6583330	20.21	8	36343.75	290750	19.97	0.24	1.18
GR8	581	46716.45	27142257	25.67	63	46551.68	2932756	25.58	0.09	0.35
GR9	168	53976.42	9068039	29.66	10	53371.7	533717	29.33	0.33	1.12
GR10	43	61607.98	2649143	33.85	2	62322	124644	34.24	-0.39	-1.16
Profs	56	70081.13	3924543	38.51	16	65458.38	1047334	35.97	2.54	6.6
	<b>1825</b>	<b>37579.8</b>	<b>68583131</b>	<b>20.65</b>	<b>128</b>	<b>43840.78</b>	<b>5611620</b>	<b>24.09</b>	<b>-3.44</b>	<b>16.66</b>

The above table shows a breakdown of findings across the grades based on ethnicity. The table is showing a 16.66% pay gap in favour of staff from an ethnic minority; a major factor being that 71% are on the higher managerial/professional grades of the University.

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 302 which is a slight increase from last year's figure.

For the above grades, the University's ethnic population can be seen as 6.6% which remains static from last year's figure. The Labour Market Statistics (ONS January 2016 data sets November 2015) showed 10.9% of those in UK employment (aged 16-64) were of BME origin. The Equality in Higher Education Statistical Report (2015) shows the BME population within the sector to be at 11%. 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.

## Disability Main Findings

Grade	No Disability	Annual	Annual	Hourly	Disability	Annual	Annual	Hourly	Hourly	
	Count	Avg Basic Pay	Total Sal	Avg Basic Hourly Rate	Count	Avg Basic Pay	Total Sal	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR3	52	17667.63	918716.8	9.71	6	17703	106218	9.73	-0.02	-0.2
GR4	128	20251.2	2592154	11.13	25	20400	510000	11.21	-0.08	0.73
GR5	164	24451.4	4010030	13.43	22	24601.68	541237	13.52	-0.08	0.61
GR6	182	29868.95	5436149	16.41	14	29929.57	419014	16.44	-0.03	-0.2
GR7	134	36801.1	4931347	20.22	12	37149.5	445794	20.41	-0.19	0.95
GR8	408	46767.29	19081054	25.7	38	46922.34	1783049	25.78	-0.09	0.33
GR9	121	54048.17	6539829	29.7	13	54668.08	710685	30.04	-0.34	1.15
GR10	39	61673.9	2405282	33.89	2	60513	121026	33.25	0.64	1.88
Profs	60	68951.38	4137083	37.89	5	64810.6	324053	35.61	2.28	6.01
	<b>1288</b>	<b>38859.97</b>	<b>50051644</b>	<b>21.35</b>	<b>137</b>	<b>36212.23</b>	<b>4961076</b>	<b>19.9</b>	<b>1.45</b>	<b>6.81</b>

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 830.

For the above grades the University's population of staff disclosing disabilities is 9.6%. The Equality Higher Education Statistical Report (2015) shows the sector figure within England of staff with disability to be 4.3%. The Labour Market Statistics (ONS January 2015 data sets Oct-Dec 2015) showed that of the UK working population aged 16-64, 11% of those economically active were registered as having a disability in accordance with the core definition in the Equality Act 2010, of this 88% 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

Equal Work Group	No Religious Belief	Annual	Annual	Hourly	Religious Belief	Annual	Annual	Hourly	Hourly	
	Count	Avg Basic Pay	Total Sal	Avg Basic Hourly Rate	Count	Avg Basic Pay	Total Sal	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR3	8	17641.38	141131	9.69	33	17703	584199	9.73	-0.03	0.35
GR4	42	20200.5	848421	11.1	84	20253.77	1701317	11.13	-0.03	0.26
GR5	40	24236.8	969472	13.32	99	24435.99	2419163	13.43	-0.11	0.82
GR6	64	29650.13	1897608	16.29	95	30042.43	2854031	16.51	-0.22	1.32
GR7	49	36234.78	1775504	19.91	63	37123.52	2338782	20.4	-0.49	2.45
GR8	141	46203.94	6514756	25.39	191	46792.45	8937358	25.71	-0.32	1.27
GR9	43	53825.79	2314509	29.57	54	54229.37	2928386	29.8	-0.22	0.75
GR10	15	61239.93	918599	33.65	20	61779.3	1235586	33.94	-0.3	0.88
Profs	29	71688.03	2078953	39.39	21	65255.14	1370358	35.85	3.53	8.97
	<b>431</b>	<b>40508.01</b>	<b>17458953</b>	<b>22.26</b>	<b>660</b>	<b>36923</b>	<b>24369179</b>	<b>20.29</b>	<b>1.97</b>	<b>8.85</b>

The above table shows a breakdown of findings across the grades based on staff declaration of Religious Belief. The table shows pay gap within Professoriate. 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 1164, approximately half of staff which is down from last year.

For the above grades, the University's population for staff who have disclosed a religious belief is 60%. According to the Equality in Higher Education Statistical Report (2015) within the sector the figures for religious belief were 12.5% and those without 10.8%, however it should be noted that 75.8% returned no data or refused. 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	Annual	Annual	Hourly	LGBT	Annual	Annual	Hourly	Hourly	
	Count	Avg Basic Pay	Total Sal	Avg Basic Hourly Rate	Count	Avg Basic Pay	Total Sal	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR3	35	17650.46	617766.1	9.7	0		0			
GR4	115	20215.36	2324766	11.11	10	20233.4	202334	11.12	-0.01	0.09
GR5	140	24406.31	3416883	13.41	3	23349	70047	12.83	0.58	4.33
GR6	156	29870.4	4659782	16.41	3	29342	88026	16.12	0.29	1.77
GR7	106	36703.42	3890563	20.17	6	35869	215214	19.71	0.46	2.27
GR8	330	46633.57	15389078	25.62	14	45400.86	635612	24.95	0.68	2.64
GR9	93	54094.65	5030802	29.72	13	54187.31	704435	29.77	-0.05	0.17
GR10	33	61610.88	2033159	33.85	2	62322	124644	34.24	-0.39	1.15
Profs	45	69190.47	3113571	38.02	0		0			
	<b>1053</b>	<b>38439.1</b>	<b>40476372</b>	<b>21.12</b>	<b>51</b>	<b>40006.12</b>	<b>2040312</b>	<b>21.98</b>	<b>-0.86</b>	<b>4.08</b>

The above table shows a breakdown of findings across the grades based on Sexual Orientation, a pay gap has been highlighted within Grade 5. As within previous tables, the pay gap can be justified based on the ratios within the particular grade, and the spinal positioning within them.

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 1151 again similar to last year (approximately half).

For the above grades, the University's population for staff who have declared themselves as LGBT is 4.6 %. For the sector this figure is 1.2% LGBT and 22.2% Heterosexual, it should be noted however 76.6% refused to return information or left it blank Equality higher education statistical report (2015). Stonewall estimates that roughly 6% of the population of Liverpool have declared themselves as LGBT. With changes 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	4	8.99	9	9.32	9	9.54	20	9.63	55	9.71	43	9.71
GR4	3	10.4	38	10.77	54	11.09	63	11.15	84	11.19	28	11.21
GR5	1	11.53	25	12.28	68	13.22	79	13.46	63	13.63	20	13.73
GR6	0		23	15.31	82	16.26	93	16.5	64	16.51	16	16.71
GR7	0		13	18.53	60	19.81	76	20.2	50	20.46	18	20.67
GR8	0		22	23.33	202	24.73	254	25.75	232	26	56	26.08
GR9	0		0		22	28.53	69	29.62	84	29.88	20	29.96
GR10	0		0		3	32.95	20	33.55	21	34.05	5	34.24
PROF1	0		0		4	34.32	15	34.13	18	34.36	15	34.22
PROF2	0		0		0		6	40.22	9	38.97	1	37.22
PROF3	0		0		0		4	43.97	9	48.47	3	47.35
<b>Tot/Avg</b>	<b>8</b>	<b>9.83</b>	<b>130</b>	<b>14.67</b>	<b>504</b>	<b>19.77</b>	<b>699</b>	<b>21.76</b>	<b>689</b>	<b>21.88</b>	<b>225</b>	<b>20.31</b>
<b>Nat/Avg</b>		<b>7.92</b>		<b>11.81</b>		<b>16.02</b>		<b>17.3</b>		<b>16.59</b>		<b>14.7</b>

The above table shows the distribution of the University's workforce by age and grade. As within previous reports the highest population is aged 40-49 with a high percentage within Grade 8. The table also shows the national average hourly rate for the selected age groups ASHE (November 2015). Across all the age groups it can be seen that the University pays above that of the national average 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	9.33	10.14	15.79	13.87	20.87	18.82	22.81	20.88	24.59	19.45	23.73	16.73
Pay Gap %	-8.7%		12.2%		9.8%		8.5%		21%		29.5%	
National Fig %	6.7%		3.6%		9.7%		21.6%		24.5%		24.6%	

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 (November 2015). In comparison to the national figures the University is below this across the majority of the selected age groups.

For the age grouping 18-21 the pay gap can be seen as -8.7% in favour of females within that age group. It is interesting to note that the majority of males within this grouping are within lower grade casual/support research roles within the STEM areas as opposed the females who occupy high paid administrative roles.

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 66% of them paid below Grade 6 in the core administrative, technical and manual grades of the University with almost 60% of the males paid above this. Looking at the recruitment statistics similar to last year's findings the highest number of applications came from female members of staff within this age bracket, with 72% for administrative positions. Generally within the sector it is not uncommon for a large portion of administrative roles to be undertaken by females, however further work is ongoing with the Equality and Diversity Adviser with regards to recruitment practices.

The pay gap for the age group 60+ is also above that of the national percentage. This particular group achieves almost a 50-50 percent split of male and female representation. However it is interesting to note that 58% of females are based within the lower manual/administrative Grades. As opposed to 23% male representation within those grades. 61% of males within this age bracket are paid Grade 8 and above. With a significantly higher ratio within the Professoriate of 16:3.

## **Future Reporting and Actions**

The government has published draft regulations which will require employers to report on gender pay gap using data from 30<sup>th</sup> April 2017 and then annually on this date. Organisations have a further 12 months from this date to report and publish the findings. The guidelines require reporting on the following five metrics:

- Mean overall gross hourly pay gap
- Median overall gross hourly pay gap
- Mean gross bonus hourly pay gap, based on bonuses received in the 12 months preceding the relevant date.
- Proportion of men and women receiving bonuses in the 12 months preceding the relevant date, expressed as a percentage of the total number of male and female employees.
- Number of men and women in each salary quartile across all grades and employee groups.

As this is the sixth pay audit, the University is in a good position to identify any gender pay gaps and the causes behind them. LJMU Equal Pay Audit 2016 will contain an early analysis of the new reporting requirements.

Further work will be undertaken with the Corporate, Business Change Initiatives team to develop reporting measures to show male and female employee contractual changes i.e. grade and hours which will then support further analysis of gender pay gap. Work will continue to encourage members of staff to disclose equality information highlighting the benefits of having rich data in this area and the initiatives it can inform. 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. The University continues to work on a range of diversity projects which support and enhance the opportunities for staff within the protected characteristics, for example BAME Diversify Academic Leaderships Programme, Resource CIC (achieving your potential for disabled staff) and STELLA HE for BAME staff.