



Private & Confidential

Liverpool John Moores University
Equal Pay Audit 2012

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 fourth 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

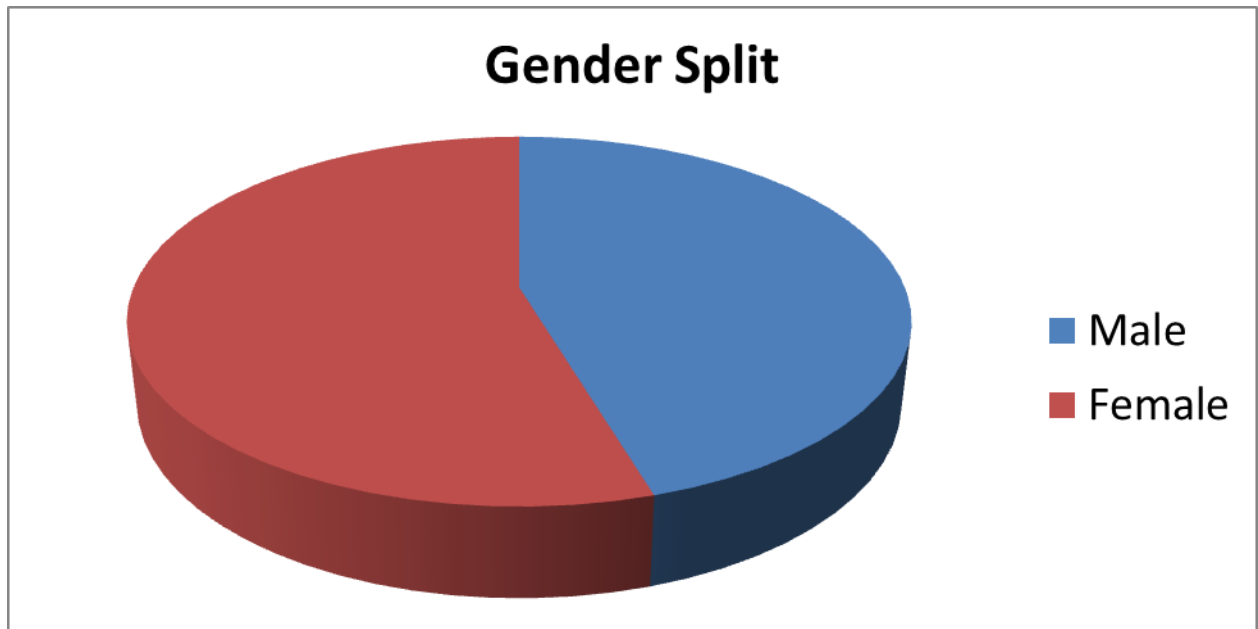
All audits are shared and presented to the University's locally recognised trade unions - UCU, GMB and UNISON. It is envisaged that this transparent approach regarding the completion of such reviews will enhance the quality of the review and promote commitment to its objectives and outcomes.

The LJMU Equal Pay Audit undertaken in 2011 focused on all staff and sought to identify any pay gaps across the majority of the main protected characteristics. The 2012 audit does the same as in previous years, this year including a comparison on age for the first time.

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.

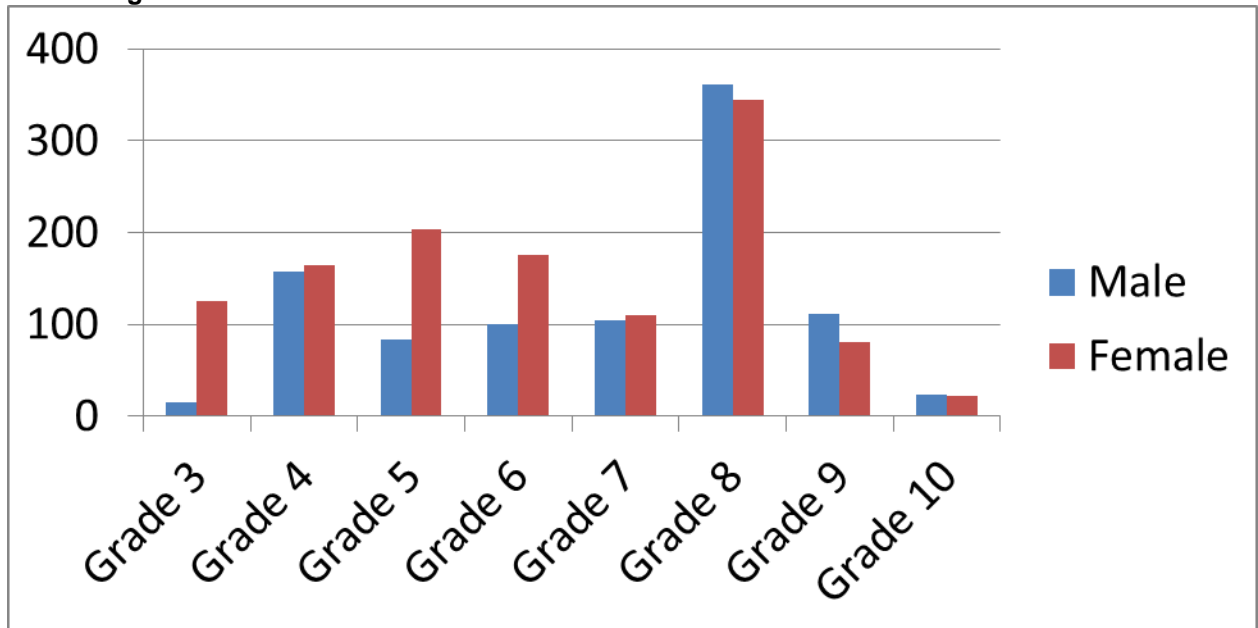
Findings

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 1,247 females and 1,035 males, employing slightly more female members of staff than males. According to the Office for National Statistics (ONS) Regional Labour Market Statistics (Dec 2012), 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% females.

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 within 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	15	16535.13	9.09	125	17001.99	9.34	-0.26	-2.82
GR4	157	19870.83	10.92	165	19796.76	10.88	0.04	0.37
GR5	84	23692.93	13.02	203	24035.21	13.21	-0.19	-1.44
GR6	100	28548.04	15.69	175	28501.99	15.66	0.03	0.16
GR7	105	35109.88	19.29	110	35404.42	19.45	-0.16	-0.84
GR8	361	44485.4	24.44	345	44128.78	24.25	0.2	0.8
GR9	111	52595.36	28.9	81	51719.8	28.42	0.48	1.66
GR10	23	59444.43	32.66	22	58353.82	32.06	0.6	1.83
	956	36782.25	20.21	1226	32504.66	17.86	2.35	11.63

The above table shows the overall pay gap for Grades 3-10 for 2012

Grade	Pay Gap 2010	Pay Gap 2011	Pay Gap 2012
GR3	-1.5	0.14	-2.82
GR4	0.68	0.63	0.37
GR5	-0.37	-0.99	-1.44
GR6	1.38	1.1	0.16
GR7	0.42	-0.16	-0.84
GR8	1.04	1.18	0.8
GR9	0.58	0.08	1.66
GR10	1.53	0.31	1.83
Total	14.17	12.73	11.63

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 1.1%. The Office for National Statistics (Annual Survey of Hours and Earnings Nov 2012) has shown that the national average gender pay gap calculated against all employees is 18.6%. For the public sector alone this figure is 17.6% and for the public sector North West 17.9%. Again this year, LJMU's figure is considerably below the national average, regional average and the average for public sector. .

Grade 3 (-2.82 % pay gap)

This year's report has seen an increase in the pay gap for grade 3 from 0.14 to -2.82 in favour of female members of staff. Due to incremental progression this has now seen 80% of the female population of Grade 3 on the highest spinal point, with the ratio of male to female within the grade 1:8. As mentioned previously this particular grade is generally populated by the role of Domestic Assistant which predominately is carried out by females.

Full Time

Grade	Male FT			Female FT				
	Count	Avg Basic Pay	Avg Basic Hourly Rate	Count	Avg Basic Pay	Difference (£)	Difference (£)	Pay Gap (%)
GR3	9	16636.89	9.14	6	18859.33	-2222.44	-1.22	-13.36
GR4	137	20040.68	11.01	82	20414.94	-374.26	-0.21	-1.87
GR5	76	23884.68	13.12	133	24239.69	-355.01	-0.2	-1.49
GR6	94	28647.88	15.74	134	28371.62	276.26	0.15	0.96
GR7	99	35111.16	19.29	80	35495.43	-384.26	-0.21	-1.09
GR8	318	44620.16	24.52	263	44039.38	580.78	0.32	1.3
GR9	101	52547.52	28.87	68	52016.84	530.69	0.29	1.01
GR10	23	59444.43	32.66	21	58363.19	1081.24	0.59	1.82
	857	37039.88	20.35	787	35575.12	1464.76	0.8	3.95

The above table shows a breakdown of full time staff only. As can be seen, the LJMU figure is calculated at 3.95% down from the previous year's figure of 4.82%. The national figure (ASHE Survey Nov 2012) is shown as 14.71% whilst for the public sector only it is 13.55% and for the public sector within the North West it is 14%. 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	MalePT			FemalePT				
	Count	Avg Basic Pay	Avg Basic Hourly Rate	Count	Avg Basic Pay	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR3	8	16675.38	9.16	121	17012.24	9.35	-0.19	-2.02
GR4	21	20351.48	11.18	86	19835.37	10.9	0.28	2.54
GR5	9	24495.11	13.46	71	23640.61	12.99	0.47	3.49
GR6	5	29280	16.09	42	29095.02	15.99	0.1	0.63
GR7	6	35088.67	19.28	28	35334.71	19.41	-0.14	-0.7
GR8	41	44022.59	24.19	78	44974.6	24.71	-0.52	-2.16
GR9	9	53061.33	29.15	12	52729	28.97	0.18	0.63
GR10	0			1	58157	31.95		
	99	34552.02	18.98	439	27000.21	14.84	4.15	21.86

The above table also shows the breakdown for part time members of staff. The pay gap figure shows a slight decrease from last year's figure of 22.71% to 21.86%. Nationally this figure is shown as 7.35%, however when comparing against the public sector this figure rises to 28.16% and for the public sector North West it is 35.3 % (ASHE Survey Nov 2012). Although the figure is above that of the national figure it is lower than that of the public sector and significantly lower than the regional percentage (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 (82%). 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.

Core Academic (Grades 8/9)

Grade	Male			Female			
	Count	Avg Basic Pay	Avg Basic Hourly Rate	Count	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR8	305	44340.39	24.36	275	24.22	0.14	0.58
GR9	101	52532.23	28.86	53	28.2	0.67	2.31
	406	46378.26	25.48	328	24.86	0.62	2.43

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 2.43%, which is a slight increase to last year's pay gap of 1.8%. A recent recruitment drive for Academic staff has affected this figure as we targeted research staff including professors where we know the percentage of males is higher. In addition to this, 56% of both male and females members of staff are now on 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	36	59847.42	32.88	4	59472	32.68	0.21	0.63
PROF2	8	70518.5	38.75	3	69042.33	37.94	0.81	2.09
PROF3	13	84411	46.38	0				
	57	66947.33	36.78	7	63573.57	34.93	1.85	5.04

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 5.04% which is down from the previous year's figure of 6.38%. 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. Previous reports have highlighted the disproportionate levels of male to female members of staff within the Professoriate. This has led to a number of initiatives being developed such as membership of the Athena SWAN Charter, with application for bronze membership going forward in 2013. 2012 has also seen the development of a Female Academic Mentorship Programme aimed at supporting members of staff with their professional development to support subsequent progression in both Readers and the Professoriate appointments. The mentorship programme will be presented to SMT early 2013 and implemented shortly afterwards.

The progress of these initiatives will continue to be reported in future pay audits.

National Living Wage

Over the last year the living wage has become the focus of a number of equality groups and the HE Unions. The driving force behind this is the Living Wage Foundation which promotes that applying the living wage is both good for business, the individual and society as a whole. This coupled with pressure from the media and Unions has led to a number of organisations reviewing their pay commitments to the lowest paid members of staff. The living wage, however, is an informal benchmark and not a legally enforceable minimum, unlike the national minimum wage. The pay rate is believed by the Foundation to be the minimum required for a worker to provide their family with the essentials of life. The current rate is £7.45 calculated by the Centre for Research in Social Policy at Loughborough University. Liverpool John Moores University does not pay any member of staff below this rate. The University's core grades begin on Grade 3 with the lowest hourly rate of £8.35ph. Members of staff employed on apprenticeships currently earn £9.85ph. The only other payment that is below these two rates is for that of Casual Sports staff/students, who receive between £7.75ph and £8.16ph.

The University is currently developing an apprenticeship training programme in partnership with Liverpool City Council for 16-17 year olds, which will be paid at the national minimum wage. The training programme will last for one year with the possibility of further employment at the end of it.

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	104	17090.09	9.39	5	16920	9.3	0.09	1
GR4	267	19947.4	10.96	8	19332.63	10.62	0.34	3.08
GR5	252	24100.15	13.24	5	23416	12.87	0.38	2.84
GR6	245	28633.6	15.73	12	27739.58	15.24	0.49	3.12
GR7	180	35390.16	19.45	8	37047.25	20.36	-0.91	-4.68
GR8	531	44783.59	24.61	50	44239.9	24.31	0.3	1.21
GR9	167	52238.09	28.7	9	52046	28.6	0.11	0.37
GR10	40	58917.38	32.37	2	59026.5	32.43	-0.06	-0.19
PROF1	23	59618.74	32.76	9	60348.33	33.16	-0.4	-1.22
PROF2	8	70518.5	38.75	1	65106	35.77	2.97	7.68
PROF3	9	83805.44	46.05	3	82820.67	45.51	0.54	1.18
	1826	35110.73	19.29	112	41435.35	22.77	-3.48	18.01

The above table shows a breakdown of findings across the grades based on ethnicity. Prof 2 Grade is showing a pay gap of 7.68% 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 18.01% pay gap in favour of staff from an ethnic minority; however a major factor in this is due to 66% of these being 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 308 approximately 14% of staff.

For the above grades, the University's ethnic population can be seen as 5.8% which is up from last year's figure of 5.5%. The Labour Market Statistics (ONS January 2013) showed 10.5% of those in UK employment (aged 16-64) where 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 from 5% to 7%.

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	43	17015	9.35	4	17015	9.35	0	0
GR4	138	19982.36	10.98	19	19605	10.77	0.21	1.89
GR5	162	24270.83	13.34	17	24048	13.21	0.12	0.92
GR6	146	28894.33	15.88	12	29143	16.01	-0.14	-0.86
GR7	127	35810.48	19.68	6	34109.5	18.74	0.93	4.75
GR8	348	45239.55	24.86	23	45333.61	24.91	-0.05	-0.21
GR9	133	52204.81	28.68	7	53157.71	29.21	-0.52	-1.83
GR10	35	59325.34	32.6	0				
PROF1	26	59991.92	32.96	1	58344	32.06	0.91	2.75
PROF2	6	71010.5	39.02	1	65106	35.77	3.24	8.31
PROF3	11	84163.18	46.24	0				
	1175	37329.55	20.51	90	32688.57	17.96	2.55	12.43

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 981 which is slightly up from last year's figure of 916, approximately 44%. With this slight rise it poses the question of whether more information should be gathered at the recruitment stage. Early 2012 saw the introduction of a new i-Recruitment system and as a result the application process is now fully automated. Currently equality & diversity data held on this system is not transferred into the live HR system once a member of staff joins. This process is due for review and will be updated in early 2013, which will then be back-dated to the introduction of the i-Recruitment system.

Grade 7 shows an indicator to be monitored, whilst Prof 2 highlights a pay gap of 8.31%. As before 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 6:1.

For the above grades the University's population of staff disclosing disabilities is 7.1%. The Labour Market Statistics (ONS January 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 ONS Annual Population Survey (2010), the figure for Liverpool is 21.3% of the working age population 16-64. Further comparator data will become available when detailed regional statistics of the Census 2011 are released by the Office for National Statistics through the early part of 2013.

Whilst there are no causes for concern relating to pay, levels of disclosure remain a concern. The University is striving to address this with the increase of disclosure being included as one of its Equality Objectives 2012-2016.

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	32	17015	9.35	4	16675.75	9.16	0.19	1.99
GR4	81	19821.43	10.89	21	20709.67	11.38	-0.49	-4.48
GR5	88	23824.27	13.09	30	25673	14.11	-1.02	-7.76
GR6	78	28948.23	15.91	41	29170.1	16.03	-0.12	-0.77
GR7	56	35628.55	19.58	27	35653.96	19.59	-0.01	-0.07
GR8	131	45303.6	24.89	71	44970.82	24.71	0.18	0.73
GR9	60	52891.43	29.06	32	51095.66	28.07	0.99	3.4
GR10	14	59363.64	32.62	11	58757.82	32.28	0.33	1.02
PROF1	8	60598.88	33.3	9	59597	32.75	0.55	1.65
PROF2	1	72979	40.1	3	70354.33	38.66	1.44	3.6
PROF3	2	85774	47.13	7	83243	45.74	1.39	2.95
	551	34788.35	19.11	256	39980.04	21.97	-2.85	-14.92

The above table shows a breakdown of findings across the grades based on staffs' declaration of their Religious Belief. As can be seen there are no immediate areas for action.

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 1439, approximately 64% of staff and similar to last year's percentage.

For the above grades, the University's population for staff who have disclosed a religious belief is 68.3%. 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

Equal Work Group	Heterosexual			LGBT				
	Count	Avg Basic Pay	Avg Basic Hourly Rate	Count	Avg Basic Pay	Avg Basic Hourly Rate	Difference (£)	Pay Gap (%)
GR3	20	16947.15	9.31	0				
GR4	83	20076.98	11.03	5	19605	10.77	0.26	2.35
GR5	103	24347.5	13.38	1	24048	13.21	0.16	1.23
GR6	109	29014.19	15.94	2	26114	14.35	1.59	10
GR7	74	35562.45	19.54	2	35060.5	19.26	0.28	1.41
GR8	187	45181.73	24.83	6	44467.33	24.43	0.39	1.58
GR9	75	52294.49	28.73	8	51560.13	28.33	0.4	1.4
GR10	22	59243.23	32.55	1	59896	32.91	-0.36	-1.1
PROF1	16	60176.25	33.06	0				
PROF2	3	70354.33	38.66	0				
PROF3	8	84666.63	46.52	0				
	700	36904.19	20.28	25	39344.12	21.62	-1.34	-6.61

The above table shows a breakdown of findings across the grades based on Sexual Orientation. As can be seen, Grades 6 is highlighted with a pay gap of 10%. Upon further investigation it was found that, within Grade 6, 69% of those declared as Heterosexual were between the top two points of the grade. Due to the low representation of LGBT staff within the grade and these being on the lower spinal points, this resulted in the highlighted pay gap. As disclosure increases and the members of staff progress through the incremental points, this gap will reduce automatically.

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 1521 which maintains last year's figures, this is still however approximately 68% of staff.

For the above grades, the University's population for staff who have declared themselves as LGBT is 3.4%. Stonewall estimates that roughly 6% of the population of Liverpool have declared themselves as LGBT. However it is quite difficult to estimate the true size of population due to the lack of both national and local data. Levels of non-disclosure are still significantly high and The University is striving to address this with the increase of disclosure being one of its Equality Objectives 2012-16.

Age

Grade	18-19		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	8.49	8	9.04	7	9.17	27	9.53	62	9.32	32	9.32
GR4	7	9.62	56	10.35	78	11.48	80	11.09	81	10.67	20	10.73
GR5	0		36	12.54	86	13	92	13.32	57	13.47	16	13.21
GR6	1	8.52	42	15.04	86	15.53	82	15.93	56	16.09	8	15.76
GR7	0		11	17.21	77	19.21	67	19.56	46	19.87	14	19.44
GR8	0		29	21.58	179	23.6	259	24.75	205	24.79	34	24.94
GR9	0		0		19	28.03	86	28.75	71	28.73	16	29.03
GR10	0		0		4	31.72	15	32.78	26	32.23	0	
PROF1	0		0		1	32.06	9	32.75	17	33.15	13	32.63
PROF2	0		0		0		4	39.02	6	37.94	1	40.1
PROF3	0		0		0		6	44.69	5	48.1	2	47.13
	12	9.15	182	14.01	537	18.27	727	20.74	632	20.6	156	19.19
National Figure		7.47		11.37		15.77		16.63		16.13		14.17

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 Nov 2012). 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 18%.

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	9.06	9.24	14.86	13.45	18.61	18.02	22.2	19.44	23	18.51	23.46	14.91
Pay Gap %	-1.99%		9.4%		3.17%		12.4%		19.5%		36.4%	
National Fig %	9.4%		2.6%		10.6%		23%		27%		23.2%	

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 Nov 2012). 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 60% 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 40% of females based within Grade 3. Another factor in the pay gap is that nearly 20% of the males within this age group are based within the Professoriate, the highest grades used in the comparison.

Future Equality Disclosure Actions

In order to provide the data for the pay audit, the University relies on the equality data provided voluntarily by staff. Although the issue of disclosure is a focus of one of the University's Equality Objectives, additional steps will be taken in 2013 to encourage disclosure. This will involve workshop sessions working in partnership with all the Unions at the University, to encourage members of staff to update their equality and diversity data. 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.