



Gender Pay Gap legislation introduced in April 2017 requires employers with 250 or more employees to publish on an annual basis their gender pay gap.

The data contained in this report represents all LJMU employees in scope at 31st March 2018. To comply with reporting methodology the mean and median gender pay gaps reported represent only those employees paid 'normal pay' in the relevant month and exclude staff on reduced pay or unpaid leave.

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive. The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

It is important to note that Gender Pay Gap reporting requirements differ from that of an Equal Pay Audit.

Gender Pay Gap Report 2018



LJMU supports equality through fair pay. Our structures are underpinned by job evaluation which ensures equality within grades. The latest Equal Pay Audit Report 2018 conducted by the University from a dataset taken on 31st March 2018 has confirmed that men and women in the same roles are being paid equally for the work they are doing.

The legislated gender pay gap analysis covers all levels of work and is impacted by the distribution of men and women across an organisation. Analysis of the March 2018 gender pay gap figures continues to indicate that our gender pay gap has arisen due to a greater proportion of men than women in higher grades and a higher proportion of women than men in lower grades.

Our median gender pay gap figure remains at 21.9% with the middle hourly rate for female staff across the University being £17.83 compared to £22.84 for male staff. In pay scale terms this is the difference between the bottom of Grade 7 for women and the lower range of Grade 8 for men.

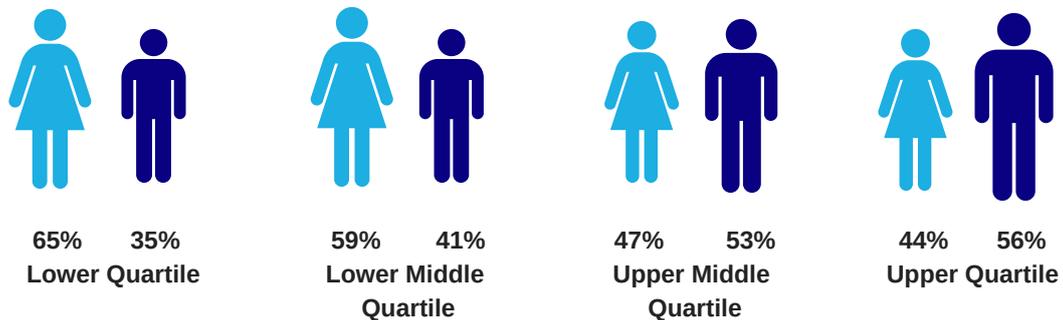
However, at 8.18% the University's mean gender pay gap has decreased from 8.93% as reported in April 2017. This decrease represents a 45p per hour increase in the hourly rate of pay for females as opposed to a 36p per hour increase in the hourly rate of pay for males.

Bonus Pay Gap

The University did not make any bonus payments during the qualification reporting period.

Hourly Pay by Quartiles

This illustration shows the proportion of female and male staff in each pay quartile when we order the hourly rate of pay from highest to lowest and group into four equal quartiles.



With women making up 54% of the total number of employees in scope they are over represented in the lower and lower middle quartiles and likewise under represented in the upper middle and upper quartiles. There has been a demographic change with falling numbers of males in the lower grades while recruitment statistics continue to show that a higher percentage of female applicants are applying for and successfully being recruited to lower grade administrative positions. Approximately 63% female staff sit in roles at grades 2 – 7 whilst 55% of male staff sit in roles at grade 8 and above. This illustrates that tackling the gender pay gap is both a bottom and top end of the pay scale issue.