



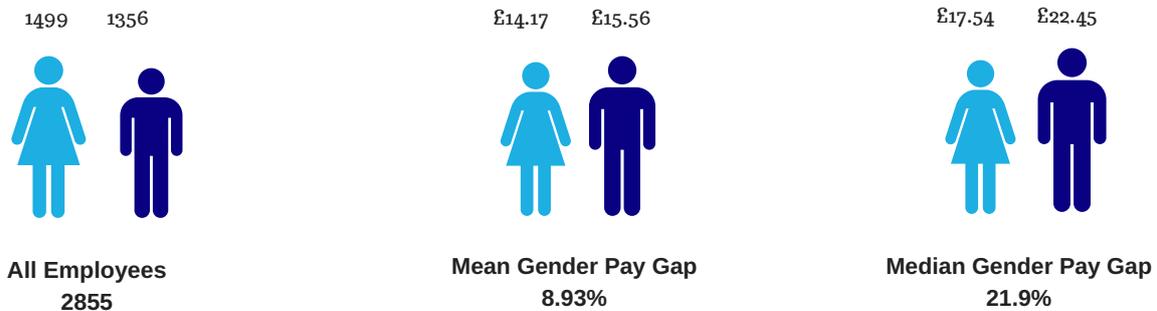
Gender Pay Gap legislation introduced in April 2017 requires employers with 250 or more employees to publish on an annual basis their gender pay gap.

The data contained in this report represents all LJMU employees in scope at the specified date 31st March 2017. 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 2017



LJMU supports equality through fair pay. Our structures are underpinned by job evaluation which ensures equality within grades. Equal pay audits conducted by the University have confirmed that men and women in the same roles are being paid equally for the work they are doing.

A gender pay gap analysis covers all levels of work and is impacted by the distribution of men and women across an organisation. Analysis of our gender pay gap figures indicates 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.

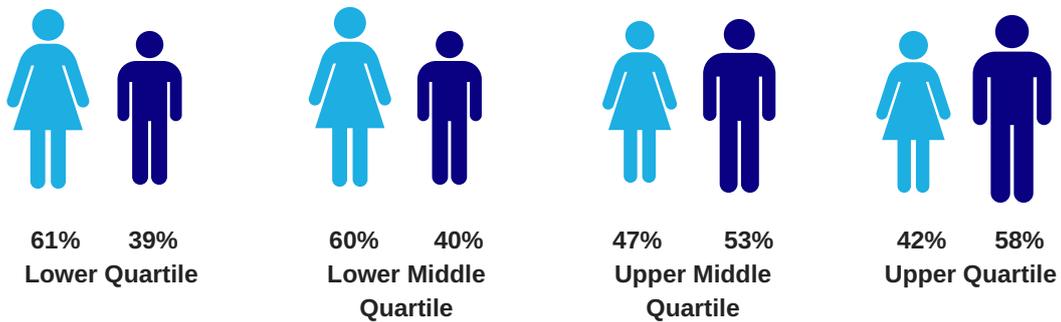
At 8.93%, the University's mean gender pay has decreased significantly since the last Equal Pay Audit (2015) mean of 15.7%. It is also lower than the ONS Annual Survey of Hours and Earnings ASHE 2016 reported mean pay gap for the whole economy at 17.5% and for HE at 14.1%. However, it should be noted that the new reporting methodology for this report is not consistent with the terms of reference used for previous audits and the ONS report.

## Bonus Pay Gap

The University does not currently operate a bonus payment structure.

## Hourly Pay by Quartiles

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



The demographic split of male and female staff shows that we have a higher population of female members of staff in the lower and lower middle quartiles with approx 60% occupying roles at grades 2 - 7. Conversely approx 55% of male staff sit in roles in the upper middle and upper quartile at grade 7 and above. Notably 96% of all staff who occupy the domestic assistant role at grade 3 are female. Recruitment statistics also show that a higher percentage of female applicants are applying for administrative roles and being successfully recruited to lower grade administrative positions. This too is likely to have a continuing impact on the overall University pay gap.

## Work on closing the Gender Pay Gap

The University is committed to improving its gender pay gap and has already implemented a number of initiatives to reduce the gender pay gap, these include:



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.



Strengthening the University's existing mentoring arrangements to further develop and enhance opportunities and develop a more systematic and visible network.



Reviewing our recruitment and promotions processes; For management vacancies we are taking positive action steps to increase the diversity of shortlisting for example by briefing head hunters to find diverse candidates. We are also seeking to ensure a better balance of gender representation at professorship and readership panels, and for senior appointments.



Commitment to improving the female:male ratio of staff promotion to Readership, Professorship and other senior roles. As part of our drive for talent management and succession planning the University participates in the LFHE Aurora Leadership Development programme supporting women from both academic and professional services roles.



Review of the current academic workload model CATAAC. This will enable better understanding of workload allocation decisions, the degree to which they may facilitate or disadvantage career development and enable disadvantage to be addressed.



Understanding and striving 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 shared parental leave, term time/semester only working, flexi time, part time working and job share.



Ensuring that gender equality is a central point of all our strategic objectives.