



Statutory Pay Gap Report 2020

Gender, Ethnicity, Disability, and Sexuality Pay Gaps

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1. Statement from the Vice Chancellor

Here at the University of Liverpool, we are committed to improving equality for staff and students and increasing our diversity as an institution. These values are enshrined in Strategy 2026 and specifically our People Strategy, and they underpin everything we do.

As part of this we've made great strides in our work around gender equality, and we're at the start of a journey to achieve a sustainable, long-term approach to the gender pay gap.

This report is an important step in understanding the factors influencing our pay gap in more detail and developing on our action plan designed to address them.

In order to do that we aim to remove those barriers that persist in stopping women progressing to some senior roles and promote choice for all our staff to seek opportunities across the many roles and careers available to us in the HE sector.

I am hugely proud of our work as a University to advance equality and diversity. I confirm that the information within the report is accurate and will be used to further focus our activity and increase the impact of the work that is already ongoing to create an equal environment for everyone.

Yours sincerely,

Professor Dame Janet Beer

Vice Chancellor



2. Introduction

This report sets out the Statutory Gender Pay Gap Report for 2020 as per the requirements in the Equality Act 2010. In addition, the report includes the Ethnicity Pay Gap, People of Colour Pay Gap, Disability Pay Gap, and Sexual Orientation Pay Gap using the same calculation methodology and data sample.

The Statutory Pay Gap calculation includes all full time relevant employees in March 2020, after Salary Sacrifice deductions have been made.

Ordinary Pay, which the mean and median is calculated from, is a calculation of the hourly income of an employee composed of their basic pay, allowances, shift premium pay, and any pay for piecework. Ordinary Pay is calculated from monies received in March 2020.

Bonus Pay is any form of money, vouchers, securities, securities options, or interests received by an employee which is awarded as a result of profit sharing arrangements, productivity, performance, incentives, or commission. Bonus Pay is calculated from monies received in the 12 months leading up to March 2020.

Where a pay gap number is a positive figure and **black**, this means that there is a pay gap in favour of baseline group e.g. men, where a number is a negative figure and **red**, this means that there is a pay gap in favour of the comparison group e.g. women. A green arrow indicates a positive change to reduce the pay gap, a red arrow indicates a negative change, and a black arrow indicates a change that is not deemed to be positive or negative.

3. Statutory Gender Pay Gap

In this section we report the Statutory Gender Pay Gap. A positive **black** number means that there is a pay gap in favour of men, whereas a negative **red** number means that there is a pay gap in favour of women.

7318 (down from 7509) Full Pay Relevant Employees are included in the Statutory Gender Pay Gap calculation, of which 4040 (55.2%) are female, and 3278 (44.8%) are male.

Table 1: Statutory Gender Pay Gap Data

	2017	2018	2019	2020	
# Women	3783	4015	4213	4040	↓
# Men	3034	3182	3296	3278	↓
% Women	55.5	55.8	56.1	55.2	↓
i. Mean	24.57	23.08	22.01	21.17	↓
ii. Median	19.00	19.00	15.49	16.18	↑
iii. Mean Bonus	76.52	76.68	79.10	68.35	↓
iv. Median Bonus	89.95	87.57	82.92	82.87	↓
% Female staff in receipt of bonus pay	1.23	1.30	2.04	1.27	↓
% of Male staff in receipt of bonus pay	1.85	2.0	2.02	2.10	↑
% bonus pay recipients who are Female	45.05	45.76	56.1	42.42	↓
% bonus pay recipients who are Male	54.95	54.24	43.9	57.58	↑
Quartile 1 % Female	71.60	70.87	69.38	68.84	↓
Quartile 2 % Female	64.32	64.33	64.31	62.40	↓
Quartile 3 % Female	47.83	48.47	50.03	48.77	↓
Quartile 4 % Female	38.24	39.47	40.70	40.79	↑

Table 2: Mean and Median Hourly Income and Annual Bonus Income

		Hourly Income (PG) & Annual Value (B)				
		2017	2018	2019	2020	
Mean Hourly Pay Rate	Male	£22.75	£22.88	£23.25	£24.08	↑
	Female	£17.16	£17.60	£18.14	£18.99	↑
Median Hourly Pay Rate	Male	£18.68	£18.99	£18.95	£19.96	↓
	Female	£15.13	£15.38	£16.02	£16.73	↑
Mean Annual Bonus Pay	Male	£24,613	£23,261	£19,249	£19,930	↑
	Female	£5,780	£5424	£4023	£6,308	↑
Median Annual Bonus Pay	Male	£14,930	£12,064	£8784	£8,759	↓
	Female	£1,500	£1500	£1500	£1500	↔

i. Proportion of staff on quartile pay bands

The proportion of male and female full pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands:

Table 3: Quartile Population

	2018		2019		2020	
	# Female	# Male	# Female	# Male	# Female	# Male
Q1 Lower	1275	524	1303	575	1259	570
Q2 Lower Middle	1158	642	1207	670	1142	688
Q3 Upper Middle	872	927	939	938	892	937
Q4 Upper	710	1089	764	1113	747	1083

Table 4: % Across Gender

	2018		2019		2020	
	Female ↕	Male ↕	Female ↕	Male ↕	Female ↕	Male ↕
Q1 Lower	31.76%	16.47%	30.93%	17.45%	31.16%	17.39%
Q2 Lower Middle	28.84%	20.18%	28.65%	20.33%	28.27%	20.99%
Q3 Upper Middle	21.72%	29.13	22.29%	28.46%	22.08%	28.58%
Q4 Upper	17.68%	34.22%	18.13%	33.77%	18.49%	33.04%

Table 5: % within Quartile

	2018		2019		2020	
	Female ↔	Male ↔	Female ↔	Male ↔	Female ↔	Male ↔
Q1 Lower	70.87%	29.13%	69.38%	30.62%	68.84	31.16
Q2 Lower Middle	64.33%	35.67%	64.31%	35.69%	62.40	37.60
Q3 Upper Middle	48.47%	51.53%	50.03%	49.07%	48.77	51.23
Q4 Upper	39.47%	60.54%	40.70%	59.30%	40.82	59.18

We have also analysed the Gender Pay Gap and the hourly income levels for each of these quartiles:

Table 6: Hourly Income and Gender Pay Gaps by Quartiles

Mean		Hourly ££			
		2017	2018	2019	2020
Q1 Lower	Male	£9.88	£9.99	£10.23	£11.16
	Female	£9.82	£9.98	£10.29	£11.08
	% Gap	0.63%	0.06%	-0.61%	0.73%
Q2 Lower Middle	Male	£14.99	£15.28	£15.54	£16.32
	Female	£14.65	£14.93	£15.28	£15.98
	% Gap	2.25%	2.26%	1.67%	2.07%
Q3 Upper Middle	Male	£18.97%	£19.29	£19.67	£20.47
	Female	£19.03%	£19.24	£19.52	£20.27
	% Gap	-0.33%	0.27%	0.77%	0.96%
Q4 Upper	Male	£36.33	£36.63	£37.65	£38.95
	Female	£32.76	£33.63	£34.32	£35.37
	% Gap	9.82%	8.18%	8.83%	9.20%

Median		Hourly ££			
		2017	2018	2019	2020
Q1 Lower	Male	£9.36	£9.48	£9.73	£10.73
	Female	£9.25	£9.47	£9.73	£10.66
	% Gap	1.22%	0.09%	0.00%	0.64%
Q2 Lower Middle	Male	£15.13	£15.38	£15.70	£16.73
	Female	£14.33	£14.66	£15.21	£15.98
	% Gap	5.26%	4.74%	3.13%	4.50%
Q3 Upper Middle	Male	£18.68	£19.35	£19.68	£19.96
	Female	£18.95	£18.99	£19.37	£19.96
	% Gap	-1.46%	1.83%	1.54%	0.00%
Q4 Upper	Male	£32.33	£32.92	£32.52	£33.92
	Female	£28.81	£30.14	£29.31	£31.48
	% Gap	10.89%	9.89%	8.47%	7.20%

3.1. Understanding Bonus Pay

Bonus Pay is defined as any form of money, vouchers, securities, securities options, or interests received by an employee which is awarded as a result of profit sharing arrangements, productivity, performance, incentives or commission.

It includes all forms of bonus received in the 12 month period prior to the statutory snap shot date (1st April 2019 to 31st March 2020).

The University has 3 categories of bonus which are included in this analysis:

- 1) A contractual bonus
- 2) An Exceptional Performance Award (EPA)
- 3) A Clinical Excellence Award (CEA).

Data Correction

In the previous pay gap reports the bonus pay population has been calculated using the Full Pay Relevant Population which is used for the standard pay gap calculation. This was incorrect, and the correct sample is the “Relevant Employee” population, which is the sample before Non Full Pay Relevant data is removed.

All data has been corrected in this report and for the vast majority of data points there has only been minor changes to the percentage pay gap calculations. One of the main differences is that the population has significantly increased which has decreased the proportion of women or men who received a bonus.

Who received Bonus Pay?

	2017	2018	2019	2020
EAP	49	58	99	69
CEA	55	54	56	57
Contractual	7	6	9	6
Total	111	118	164	123

	2017	2018	2019	2020
EAP	44.1%	49.2%	60.4%	52.3%
CEA	49.6%	45.8%	34.2%	43.2%
Contractual	6.3%	5.1%	5.5%	4.6%

- **Exceptional Performance Awards**

An Exceptional Performance Award is a one-off, non-consolidated payment of £1500 in recognition of exceptional performance that is not normally expected to be sustained for more than a year. An EPA is open to all members of staff and applications are made during the Annual Review process.

During the autumn of 2018 Annual Review period, all line managers (as identified in the HR System CORE) were contacted to encourage them to consider EPA for members of their

staff. This resulted in a 70% increase in the number of successful EPAs compared to 2018. However, this did not take place in 2019 which may explain the 29% drop in EAP awards.

Table 7 outlines who received the EPA in the November 2019 Annual Review (2020 GPG) compared to previous years.

Table 7: Recipients of Exceptional Performance Awards

	Male				Female			
	17	18	19	20	17	18	19	20
TOTAL	14	18	25	26	35	40	74	43
%	28.6	31	25.3	37.7	71.4	69.0	74.7	62.3
CPS	7	11	10	10	25	24	32	19
FHLS	1	2	4	5	7	10	26	13
FHSS	3	0	3	3	3	5	9	5
FS&E	3	5	8	8	0	1	7	6
Clerical	3	5	5	3	12	15	29	17
Clinical	0	0	1	0	1	0	0	1
Manual	0	1	0	0	0	0	0	0
PMSA	6	7	11	8	20	20	28	15
Research	0	1	0	3	0	0	2	0
T&R	2	2	5	3	0	1	2	4
T&S	0	0	2	0	0	0	2	1
Technical	3	2	1	9	2	4	11	5
Full Time	14	18	24	25	29	34	55	32
Part Time	0	0	1	1	6	6	19	11
Fixed Term	1	1	3	4	3	4	6	3
Permanent	13	17	22	22	32	36	68	40
Grade 3	0	0	0	1	0	3	0	0
Grade 4	0	2	1	2	4	0	10	4
Grade 5	3	4	1	3	4	13	20	14
Grade 6	3	2	5	7	9	7	13	6
Grade 7	3	4	4	4	6	10	11	4
Grade 8	5	3	3	5	9	4	14	8
Grade 9	0	2	4	2	2	2	5	6
Grade 10	0	1	6	2	0	1	1	0
Clinical	0	0	1	0	1	0	0	1

The majority of recipients of the EAP were PMSA or Clerical staff, largely in Central Professional Services or the Faculty of Health & Life Sciences. They were more likely to be on a permanent contract and work full time in grades 5 to 9. No Manual staff or staff on Grade 1-2 received an EPA in 2019/2020.

- **Clinical Excellence Awards**

The Clinical Excellence Awards (CEA) scheme is a NHS reward programme which is intended to recognise and reward consultants who contribute most towards the delivery of safe and high quality care to patients and to the continuous improvement of NHS services. This includes those consultants and senior academic GPs who do so through their contribution to academic medicine. CEA levels range from £3,016 at Level 1 to £77,320 at Level 12 (Platinum). Awards can be made for both local and national contributions to the NHS¹.

Clinicians apply for the award through the relevant NHS processes however, the University administers the payment of the award through its payroll.

Not all clinical staff will be eligible for a CEA, only those that are consultants. The proportion of clinical staff in receipt of a CEA is:

Table 8: Recipients of Clinical Excellence Awards

		Clinical Staff	Received CEA	% Received CEA	%F/M↕
Female	2017	130	11	8.5%	20%
	2018	117	11	9.4%	20.4%
	2019	133	12	9.0%	21.4%
	2020	131	10	7.6%	17.9%
Male	2017	150	44	39.3%	80%
	2018	147	43	29.3%	79.6%
	2019	145	44	30.3%	78.6%
	2020	150	46	30.7%	82.1%
All	2017	280	55	19.6%	-
	2018	264	54	20.5%	-
	2019	278	56	24.4%	-
	2020	272	56	20.9%	-

The CEAs range from £3K to £77K per year, the mean and median annual value of the CEA is:

¹ See: <https://www.bma.org.uk/advice/employment/pay/clinical-excellence-awards-for-nhs-consultants>

Table 9: Mean and Median Annual Clinical Excellence Awards Pay

	Mean Annual CEA Bonus Pay		Median Annual CEA Bonus Rate	
	Male	Female	Male	Female
2017	£33,346	£18,805	£35,832	£11,944
2018	£33,452	£18,850	£36,192	£12,064
2019	£30,265	£16,632	£36,192	£10,556
2020	£31,065	£21,045	£36,192	£15,080

The CEA are considerable sums which have a significant impact on the University's Bonus Pay Gaps. The pay gaps just for those receiving a CEA is:

Table 10: Bonus Pay Gaps for those in Receipt of CEA Only

	# Female	# Male	i. Mean Bonus Pay Gender Pay Gap	ii. Median Bonus Pay Gender Pay Gap
2017	11	44	43.6%	66.7%
2018	11	43	43.7%	66.7%
2019	11	44	45.0%	70.8%
2020	10	46	32.3%	58.3%

However, if we omit the CEA from the Bonus calculation, the pay gaps would be:

Table 11: Bonus Pay Gaps (Excluding CEA)

	# Female	# Male	i. Mean Bonus Pay Gender Pay Gap	ii. Median Bonus Pay Gender Pay Gap
2017	39	17	-4.73%	0.00%
2018	43	21	16.93%	0.00%
2019	80	28	-9.97%	0.00%
2020	46	29	-64.70%	0.00%

4. Ethnicity Pay Gap

For the purposes of this report the term BAME refers to all ethnic groups excluding White British. The term 'People of Colour' (PoC) refers to all ethnic groups with the exception of the 'White' category which includes White British, White Irish, White Other, and Gypsy/Traveller.

A positive **black** number, means that there is a pay gap in favour of the White British group, whereas a negative **red** number means that there is a pay gap in favour of the BAME group.

366 full pay relevant employees had an Unknown/Decline ethnicity and are therefore excluded from the calculation.

4.1. BAME+ Pay Gap

Of the 6952 full pay relevant employees included in the calculation, 26.19% were BAME+ and 73.81% were White British:

Table 12: BAME+ Pay Gap

	2017	2018	2019	2020	
# BAME+	1442	1732	1876	1821	↓
# White British	4650	5239	5331	5131	↓
# Unknown	725	227	302	366	↑
% BAME+	21.15	24.06	24.98	24.88	↓
% BAME+ of Known	23.67	24.85	26.03	26.19	↑
% <i>Unknown Ethnicity</i>	10.64	3.15	4.02	5.00	↑
i. Mean	-15.85	-15.46	-12.40	-13.23	↑
ii. Median	-15.50	-13.22	-12.34	-14.57	↑
iii. Mean Bonus	-83.04	-125.40	-121.15	-118.81	↓
iv. Median Bonus	-694.26	-704.26	-382.56	-704.27	↑
% BAME+ staff in receipt of bonus pay	1.52	1.30	1.55	1.23	↓
% of WB staff in receipt of bonus pay	1.73	1.77	2.35	1.92	↓
% bonus pay recipients who are BAME+	22.52	19.49	18.90	18.60	↓
% bonus pay recipients who are WB	77.18	80.51	81.10	81.40	↑
Quartile 1 % BAME+	10.97	16.29	18.70	16.80	↓
Quartile 2 % BAME+	22.06	18.42	18.54	20.43	↑
Quartile 3 % BAME+	31.65	32.53	35.46	35.21	↓
Quartile 4 % BAME+	30.00	32.15	31.43	32.34	↑

i. Proportion of staff on quartile pay bands

Table 13: Quartile Population

	2018		2019		2020	
	# BAME+	# WB	# BAME+	# WB	# BAME+	# WB
Q1 Lower	284	1459	337	1465	292	1446
Q2 Lower Middle	321	1422	334	1468	355	1382
Q3 Upper Middle	567	1176	639	1163	612	1126
Q4 Upper	560	1182	566	1235	562	1176

Table 14: % Across Ethnic Groups

	2018		2019		2020	
	BAME+ ↕	WB ↕	BAME+ ↕	WB ↕	BAME+ ↕	WB ↕
Q1 Lower	16.40%	27.85%	17.96%	27.48%	16.04%	28.19%
Q2 Lower Middle	18.53%	27.14%	17.80%	27.54%	19.49%	26.94%
Q3 Upper Middle	32.74%	22.45%	34.06%	21.82%	33.61%	21.95%
Q4 Upper	32.33%	22.56%	30.17%	23.17%	30.86%	22.92%

Table 15: % within Quartile (25% of All Staff are BAME)

	2018		2019		2020	
	BAME+ ↔	WB ↔	BAME+ ↔	WB ↔	BAME+ ↔	WB ↔
Q1 Lower	16.29%	83.71%	18.70%	81.30%	16.80%	83.20%
Q2 Lower Middle	18.42%	81.58%	18.54%	81.46%	20.44%	79.56%
Q3 Upper Middle	32.53%	67.47%	35.46%	64.54%	35.21%	64.79%
Q4 Upper	32.15%	67.85%	31.43%	68.57%	32.34%	67.66%

Table 16: Number by Job Group and % Across and with Ethnicity Category

	% BAME+ \updownarrow				
	2017	2018	2019	2020	
Casual	3.54	15.59	12.37	12.52	↑
Clerical	6.52	5.60	6.45	6.75	↑
Clinical	4.79	3.98	3.68	3.46	↓
Manual	2.43	2.08	1.92	1.81	↓
PMSA	7.70	7.33	7.36	8.18	↑
Research	23.99	20.90	20.26	20.15	↓
T&R	32.04	28.35	26.87	29.27	↑
T&S	14.98	12.76	12.53	14.06	↑
Technical	4.02	3.41	3.68	3.73	↑
AnT&R	0.00	0.00	0.05	0.05	↔

	% BAME+ \leftrightarrow				
	2017	2018	2019	2020	
Casual	32.08	30.17	23.75	33.78	↑
Clerical	9.31	9.17	11.16	11.15	↓
Clinical	26.24	27.94	27.06	24.32	↓
Manual	6.89	7.88	8.31	8.23	↓
PMSA	12.03	12.50	13.06	13.07	↑
Research	44.65	45.65	46.51	45.82	↓
T&R	43.18	45.55	47.24	49.03	↑
T&S	30.08	28.93	30.60	30.77	↑
Technical	8.80	8.95	10.62	10.54	↓
AnT&R	0.00	0.00	12.50	11.11	↓

Commentary

- The Mean, Median, and Bonus Mean and Median pay gaps is in favour of the BAME+ cohort because the majority of BAME+ staff occupy Academic and Clinical roles compared to the White British Population.
- This is reflected by the fact 64% of the BAME+ Cohort occupy the Upper Middle and Upper Population Quartiles compared to 45% of the White British Cohort. This means a larger portion of the BAME+ cohort occupy the higher pay bands.
- The Bonus Pay Gaps are significantly large because 75% of BAME+ bonus recipients receive the Clinical Excellence Award, compared to 35% of White British bonus recipients.
- The Median Bonus Pay Gap has doubled in size compared to 2019, however, this is most likely a result of a drop in Exceptional Performance Awards being issued in 2020 which has resulted in the median point shifting considerably due to the relevant small number of recipients of bonus pay (1.2% BAME+, 1.9% White British).
- The Mean and Median Pay Gaps increased between 2019 and 2020 as a result of a number of interrelated reasons:

- The BAME+ cohort decreased slightly, most likely as a result of a smaller number of Zero Hour and Casual posts in the cohort, which are usually Grade 1 or Grade 6 student staff.
- The removal of these lower pay records will have resulted in the mean and median points shifting position to a higher point because of the larger proportion of higher paid posts held by the BAME+ cohort compared to the White British cohort.

4.2. People of Colour Pay Gap

A positive **black** number means that there is a pay gap in favour of the White group, whereas a negative **red** number means that there is a pay gap in favour of the People of Colour group. The White group includes White British, White Irish, White Other, and Gypsy/Traveller. The People of Colour group includes Black, Asian, Mixed, and Other Minority Ethnic groups.

Of the 7207 full pay relevant employees included in the calculation, 12% were PoC and 88% were White:

Table 17: Statutory People of Colour Pay Gap Data

	2017	2018	2019	2020	
# POC	5530	765	865	808	↓
# White	562	6206	6342	6144	↓
# Unknown	725	227	302	366	↑
% POC	8.24	10.63	11.52	11.04	↓
% POC of Known	9.23	10.97	12.00	11.62	↓
% <i>Unknown Ethnicity</i>	10.64	3.15	4.02	5.00	↑
i. Mean	-2.96	-3.23	4.20	-2.34	↓
ii. Median	-2.98	-6.03	-0.53	-4.89	↑
iii. Mean Bonus	-34.20	-67.69	-123.60	-84.40	↓
iv. Median Bonus	-258.32	-503.20	-503.20	-503.21	↑
% POC staff in receipt of bonus pay	1.63	1.42	1.29	1.25	↓
% of White staff in receipt of bonus pay	1.68	1.69	1.93	1.81	↓
% bonus pay recipients who are POC	9.91	9.32	7.40	8.53	↑
% bonus pay recipients who are White	90.09	90.68	92.60	91.47	↓
Quartile 1 % POC	6.96	11.36	13.15	11.45	↓
Quartile 2 % POC	8.67	8.38	8.94	9.32	↑
Quartile 3 % POC	12.08	14.11	15.82	15.25	↓
Quartile 4 % POC	9.19	10.05	10.12	10.47	↑

i. Proportion of staff on quartile pay bands

The proportion of PoC and White full pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands:

Table 18: Quartile Population

	2018		2019		2020	
	# POC	# White	# POC	# White	# POC	# White
Q1 Lower	198	1545	237	1565	199	1539
Q2 Lower Middle	146	1597	161	1641	162	1576
Q3 Upper Middle	246	1497	285	1517	265	1472
Q4 Upper	175	1567	182	1619	182	1556

Table 19: % Across Ethnic Group

	2018		2019		2020	
	POC ↕	White ↕	POC ↕	White ↕	POC ↕	White ↕
Q1 Lower	25.88%	24.90%	27.40%	24.68%	24.63%	25.05%
Q2 Lower Middle	19.09%	25.73%	18.61%	25.88%	20.05%	25.66%
Q3 Upper Middle	32.16%	24.12%	32.95%	23.92%	32.80%	23.96%
Q4 Upper	22.88%	25.25%	21.04%	25.53%	22.52%	25.33%

Table 20: % within Quartile (11% of Staff are PoC)

	2018		2019		2020	
	POC ↔	White ↔	POC ↔	White ↔	POC ↔	White ↔
Q1 Lower	11.36%	88.64%	13.15%	86.85%	11.45%	88.55%
Q2 Lower Middle	8.38%	91.62%	8.94%	91.06%	9.32%	90.68%
Q3 Upper Middle	14.11%	85.89%	15.82%	84.18%	15.26%	84.74%
Q4 Upper	10.05%	89.95%	10.12%	89.88%	10.47%	89.53%

Table 21: Number by Job Group and % Across and within Ethnicity Category

	% POC ↕				
	2017	2018	2019	2020	
Casual	6.76	26.01	26.82	19.43	↓
Clerical	10.68	8.37	9.48	9.78	↑
Clinical	6.94	5.23	4.51	4.46	↓
Manual	3.74	2.48	2.08	1.98	↓
PMSA	9.07	8.10	7.75	8.42	↑
Research	23.13	18.69	20.58	21.16	↑
T&R	22.95	18.95	17.34	20.17	↑
T&S	12.28	9.28	7.86	11.01	↑
Technical	4.45	2.88	3.47	3.59	↑
AnT&R	0.00	0.00	0.12	0.00	↓

	% POC ↔				
	2017	2018	2019	2020	
Casual	23.90	22.23	21.72	23.26	↑
Clerical	5.94	6.05	7.57	7.16	↓
Clinical	14.83	16.19	15.29	13.90	↓
Manual	4.13	4.16	7.73	3.99	↓
PMSA	5.53	6.12	6.34	5.96	↓
Research	16.77	18.03	21.79	21.35	↓
T&R	12.06	13.45	14.09	15.00	↑
T&S	9.61	9.29	8.85	10.70	↑
Technical	3.79	3.34	4.62	4.50	↓
AnT&R	0.00	0.00	12.5	0.00	↓

Commentary

- The Mean, Median, and Bonus Mean and Median pay gaps is in favour of the PoC cohort because a larger proportion of PoC occupy Academic and Clinical roles (61%) compared to the White cohort (41%).
- This is further highlighted when looking at specific job families, where 4% of Manual and 7% of Clerical roles are held by PoC, whereas 14% of Clinical and 21% of Research roles are held by PoC.
- 55% of the PoC cohort occupy the Upper Middle and Upper Population Quartiles compared to 49% of the White cohort so on average will earn more as a group.
- Although the proportion of PoC who receive a bonus payment is only 1.2%, 73% of those that do, receive a Clinical Excellence Award. This is the cause of the significant bonus pay gap in favour of PoC.
- The Mean and Median Pay Gaps increased in favour of PoC between 2019 and 2020 as a result of a number of interrelated reasons:
 - The PoC cohort decreased slightly, most likely as a result of a smaller number of Zero Hour and Casual posts in the cohort which are usually Grade 1 or Grade 6 student staff.
 - The removal of these lower pay records will have resulted in the mean and median points shifting position to a higher point as a result of the remaining higher grade and clinical roles held by PoC compared to the White population.

5. Disability Pay Gap

A positive **black** number, means that there is a pay gap in favour of the no known disability group, whereas a negative **red** number means that there is a pay gap in favour of the known disability group.

7318 Full Pay Relevant Employees are included in the Statutory Disability Pay Gap calculation, of which 367 (5.02%) were known to have a disability, and 7122 (94.98%) had no known disability. This represents a decrease from 372 known disabled staff in 2019, though a proportional increase from 4.95 to 5.02%.

Table 22: Statutory Disability Pay Gap Data

	2017	2018	2019	2020	
# Disabled	272	331	372	367	↓
# No Disability	6545	6866	7173	6951	↓
% Disabled	4.00	4.60	4.95	5.02	↑
i. Mean	9.90	11.61	11.28	15.04	↑
ii. Median	10.63	11.10	9.59	9.73	↑
iii. Mean Bonus	-	90.37	84.89	89.76	↑
iv. Median Bonus	-	50.26	0.00	0.00	-
% Disabled staff in receipt of bonus pay	0.00	1.18	2.06	1.25	↓
% Non-Disabled staff in receipt of bonus pay	1.57	1.62	2.03	1.60	↓
% bonus pay recipients who are Disabled	0.00	3.39	4.88	3.79	↓
% bonus pay recipients with No Disability	100	96.61	95.12	96.21	↑
Quartile 1 % Disabled Staff	4.28	5.56	6.07	6.83	↑
Quartile 2 % Disabled Staff	5.22	5.50	5.65	5.36	↓
Quartile 3 % Disabled Staff	3.58	4.06	4.21	4.59	↑
Quartile 4 % Disabled Staff	2.88	3.28	3.89	3.28	↓

i. Proportion of staff on quartile pay bands

The proportion of disabled and non-disabled full pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands:

Table 23: Quartile Population

	2018		2019		2020	
	# Dis	# NoDis	# Dis	# NoDis	# Dis	# NoDis
Q1 Lower	100	1699	114	1764	125	1704
Q2 Lower Middle	99	1701	106	1771	98	1732
Q3 Upper Middle	73	1726	79	1798	84	1745
Q4 Upper	59	1740	73	1804	60	1769

Table 24: % Across Disability Status

	2018		2019		2020	
	Disabled ↕	Non Dis ↕	Disabled ↕	Non Dis ↕	Disabled ↕	Non Dis ↕
Q1 Lower	30.21%	24.75%	30.65%	69.35%	34.06%	24.77%
Q2 Lower Middle	29.91%	24.77%	28.50%	71.50%	26.70%	24.91%
Q3 Upper Middle	22.05%	25.14%	21.24%	78.76%	22.89%	25.05%
Q4 Upper	17.83%	25.34%	19.62%	80.38%	16.35%	25.27%

Table 25: % within Quartile (4.6% of Staff are Disabled)

	2018		2019		2020	
	Disabled ↔	Non Dis ↔	Disabled ↔	Non Dis ↔	Disabled ↔	Non Dis ↔
Q1 Lower	5.56%	94.44%	6.07%	93.93%	6.83%	93.17%
Q2 Lower Middle	5.50%	94.50%	5.65%	64.35%	5.36%	94.64%
Q3 Upper Middle	4.06%	95.94%	4.21%	95.79%	4.59%	95.41%
Q4 Upper	3.28%	96.72%	3.89%	96.11%	3.28%	96.72%

Commentary

The Mean and Median Pay Gaps increased in favour of the Non-Disabled cohort between 2019 and 2020 as a result of a number of interrelated reasons:

- The total known disabled population is relatively small at 367 (5%). This makes it prone to larger changes in median and mean income as a result of small changes in the population size.
- The proportion of disabled people in Q4 and Q2 decreased, and increased in Q1 and 3 indicating that the median and mean income points will have decreased as a result.
- Although the total number of disabled people only dropped by 5 on the previous year, the Non-Disabled cohort decreased by 222 records, most likely because of the omission of Zero Hour and Casual student staff. With non-disabled staff more likely to occupy Q3 and Q4 this will have resulted in the mean and median income points for this group increasing.
- 100% of Disabled bonus pay recipients received the Exceptional Performance Award whereas 49% of Non-Disabled bonus recipients received a value greater than the EAP flat rate of £1500.

6. Sexual Orientation Pay Gap

A positive **black** number, means that there is a pay gap in favour of the Heterosexual/Straight groups, whereas a negative **red** number means that there is a pay gap in favour of the Lesbian, Gay, Bisexual and Other group.

4981 Full Pay Relevant Employees are included in the Statutory Sexual Orientation Pay Gap calculation, of which 304 (6.1%) were known to be lesbian, gay, bisexual or other identify, and 4677 (93.9%) identified as heterosexual. The other 2337 FPRE have not provided information about sexual orientation and have therefore been excluded from this analysis.

Table 26: Statutory Sexuality Pay Gap Data

	2017	2018	2019	2020	
# LGB+	148	213	266	304	↑
# Hetero	3411	4348	4690	4677	↓
# Unknown	3260	2637	2553	2337	↓
% LGB+	2.17	2.96	3.54	4.15	↑
% LGB+ of Known	4.16	4.67	5.37	6.51	↑
% Unknown Sexuality	47.79	36.64	34.00	31.94	↓
i. Mean	3.45	-0.20	2.11	5.90	↑
ii. Median	0.00	0.00	2.89	3.23	↑
iii. Mean Bonus	89.26	87.28	80.33	38.79	↓
iv. Median Bonus	0.00	0.00	0.00	-354.63	↑
% LGB+ staff in receipt of bonus pay	1.89	1.84	0.35	0.60	↑
% of Hetero staff in receipt of bonus pay	1.44	1.42	1.98	1.33	↓
% bonus pay recipients who are LGB+	5.26	5.97	1.05	2.90	↑
% bonus pay recipients who are Hetero	94.74	94.03	98.95	97.10	↓
Quartile 1 % LGB+	4.38	5.26	7.10	7.62	↑
Quartile 2 % LGB+	4.39	3.86	4.12	6.17	↑
Quartile 3 % LGB+	4.49	5.00	5.73	5.85	↑
Quartile 4 % LGB+	3.37	4.56	4.52	4.73	↑

i. Proportion of staff on quartile pay bands

The proportion of LGB+ and heterosexual full pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands:

Table 27: Quartile Population

	2018		2019		2020	
	# LGB+	# Heter	# LGB+	# Heter	# LGB+	# Heter
Q1 Lower	60	1080	88	1151	95	1150
Q2 Lower Middle	44	1096	51	1188	77	1168
Q3 Upper Middle	57	1083	71	1168	73	1172

	2018		2019		2020	
	# LGB+	# Heter	# LGB+	# Heter	# LGB+	# Heter
Q4 Upper	52	1089	56	1183	59	1187

Table 28: % Across Sexuality

	2018		2019		2020	
	LGB+ ↕	Hetero ↕	LGB+ ↕	Hetero ↕	LGB+ ↕	Hetero ↕
Q1 Lower	28.17%	24.84%	33.08%	24.54%	31.25%	24.59%
Q2 Lower Middle	20.66%	25.21%	19.17%	25.33%	25.33%	24.97%
Q3 Upper Middle	26.76%	24.91%	26.69%	24.90%	24.01%	25.06%
Q4 Upper	24.40%	25.05%	21.05%	25.22%	19.41%	25.38%

Table 29: % within Quartile

	2018		2019		2020	
	LGB+ ↔	Hetero ↔	LGB+ ↔	Hetero ↔	LGB+ ↔	Hetero ↔
Q1 Lower	5.26%	94.74%	7.10%	92.9%	7.63%	92.37%
Q2 Lower Middle	3.86%	96.14%	4.12%	95.88%	6.18%	93.82%
Q3 Upper Middle	5.00%	95.00%	5.73%	94.27%	5.86%	94.14%
Q4 Upper	4.56%	95.44%	4.52%	95.48%	4.74%	62.26%

Commentary

- The sexual orientation of 32% of the staff cohort was unknown, making the pay gap calculation unreliable. The small size of the LGB+ cohort can result in significant variations in the pay gap calculations, in particular for the bonus pay.
- There was an increase in the number of LGB+ people from 266 to 304, which resulted in an increase of LGB+ people in Q2 from 4.1% to 6.2%. Coupled with smaller increases in Q3 and Q4 this may have been sufficient enough to cause the increase in the mean and median pay gap.
- Only 2 LGB+ staff received a bonus compared to 67 heterosexual staff, one of which was higher than the EAP flat rate of £1500 resulting in the median pay gap in favour of the LGB+ cohort.

7. Glossary of Terms

Term	Definition
BAME+	Used to refer to all ethnic minority groups to compare against White British. BAME+ terms includes white minority groups of White Irish, Gypsy/Traveller, and White Other.
Clinical Excellence Award (CEA)	A NHS bonus payment scheme for eligible clinical staff. Administered via the University's payroll scheme but determined by the NHS.
Disabled	Indicates that a person has disclosed that they have a disability (as defined by the Equality Act 2010) to the University and that this has been recorded in their COREHR record.
Exceptional Performance Award (EAP)	The University's annual bonus pay scheme open to all employees, valued at a flat rate of £1500.
Female	Used to refer to employees recorded as Female in the COREHR record.
Heterosexual	A sexual orientation category also referred to as straight. Used when comparing against LGB+.
LGB+	Used to collectively refer to Lesbian, Gay, Bisexual and Other sexualities. Used when comparing against Heterosexual.
Male	Used to refer to employees recorded as Male in the COREHR record.
Mean	The pay gap calculation showing the difference between the average hourly pay of all female employees, compared to all male employees. Shown as a percentage.
Mean (Bonus)	The pay gap calculation showing the difference between the average bonus pay received in a 12 month period of all female employees who received a bonus, compared to all male employees who received a bonus. Shown as a percentage.
Median	The pay gap calculation showing the difference between the mid-point in the range of all female employees pay, compared to all male employees pay. Shown as a percentage.
Median (Bonus)	The pay gap calculation showing the difference between the mid-point in the range of all female employees bonus pay, compared to all male bonus employees pay received within a 12 month period. Shown as a percentage.
No Disability	Used to collectively refer to No Known Disability, Unknown and 'Decline to Indicate' within the COREHR record.

Term	Definition
People of Colour (POC)	Used to collectively refer to Asian, Black, Mixed and Other Ethnic Minority groups when comparing to the collective white population.
Quartile	One of 4 equal portions of the whole full pay relevant staff population, rank based on the hourly pay rate (lowest to highest).
White	Used to collectively refer to White British, White Irish, Gypsy/Traveller, and White Other when comparing against People of Colour.
White British	An ethnic category referring to people who have disclosed that they are White British including English, Welsh, Scottish, and Northern Irish.