UNIVERSITY OF LIVERPOOL

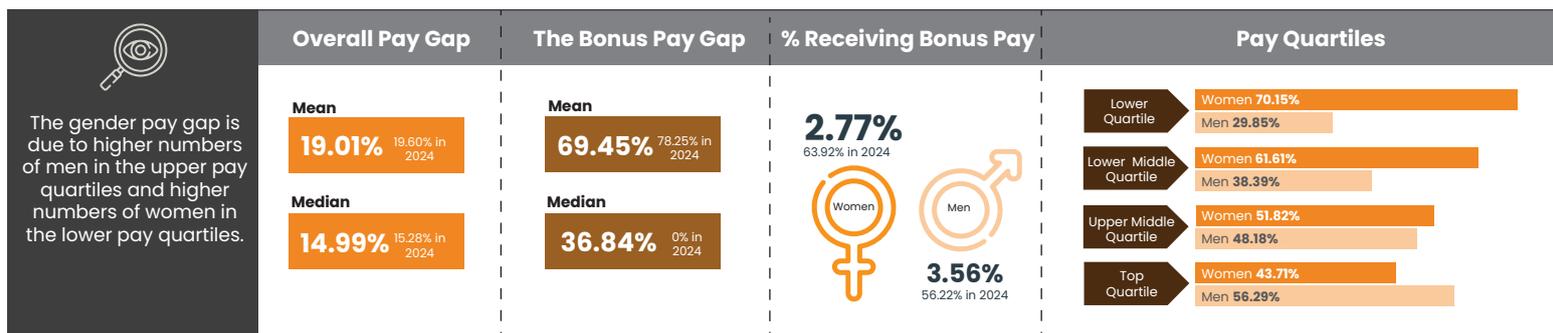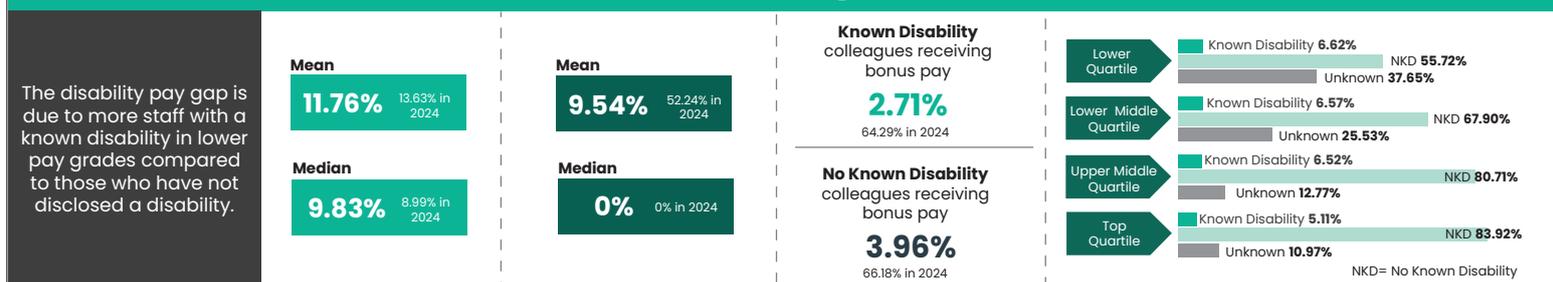# The University of Liverpool Pay Gap Report 2025

This report provides University of Liverpool Gender Pay Gap information for 2025. The Gender pay gap is the percentage difference between average hourly earnings for men and women in the organisation. A Positive % indicates a favourable gap towards men, and a negative % indicates a favourable gap towards women. The **mean** pay gap is calculated by adding all employees' rates of pay together and dividing by the total number of employees. The **median** pay gap is calculated by finding the mid-point in all employees' hourly pay. The University also provides information on Disability, Ethnicity, and Sexual Orientation Pay Gaps, using similar methodologies. Although not a legislative requirement, this work supports the University's wider Equality, Diversity and Inclusion (EDI) commitments.
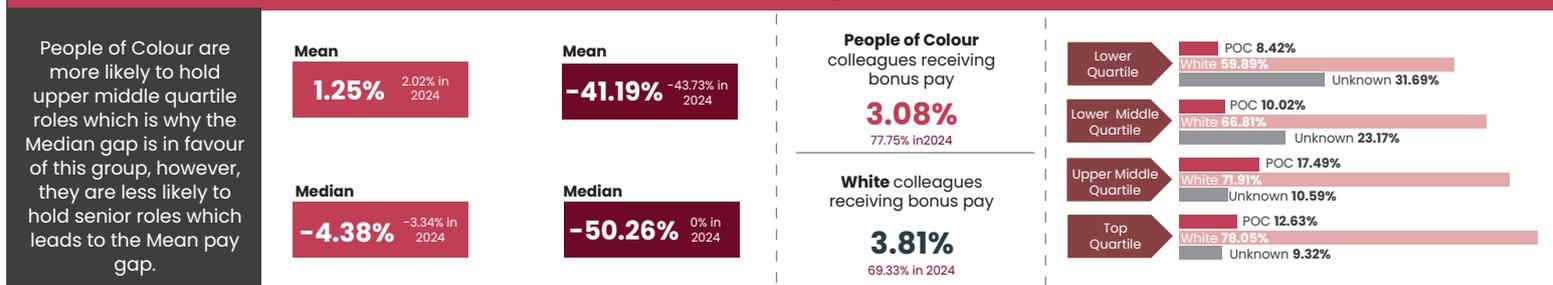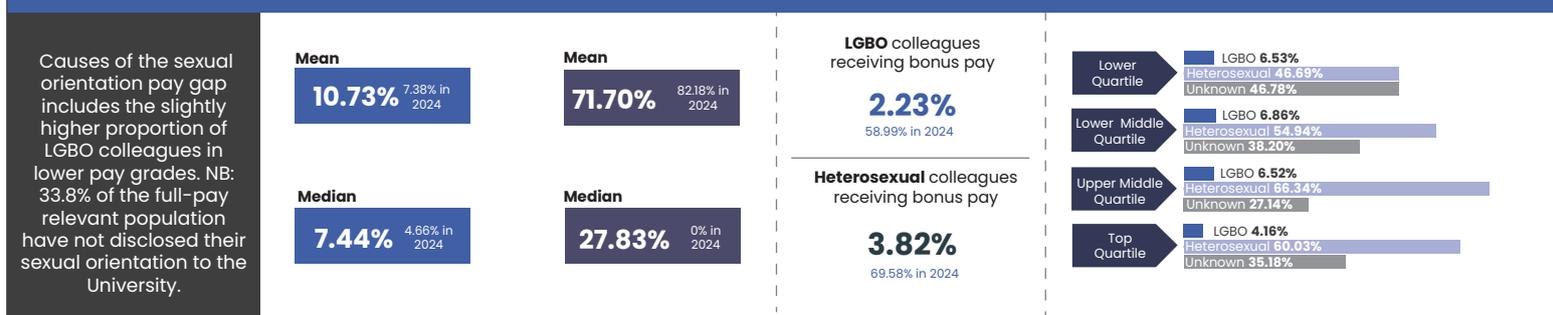
The gender pay gap is due to higher numbers of men in the upper pay quartiles and higher numbers of women in the lower pay quartiles.

Overall Pay Gap
Mean
19.01% — 19.60% in 2024
Median
14.99% — 15.28% in 2024

The Bonus Pay Gap
Mean
69.45% — 78.25% in 2024
Median
36.84% — 0% in 2024

% Receiving Bonus Pay
Women **2.77%** — 63.92% in 2024
Men **3.56%** — 56.22% in 2024

Pay Quartiles
Lower Quartile: Women 70.15% / Men 29.85%
Lower Middle Quartile: Women 61.61% / Men 38.39%
Upper Middle Quartile: Women 51.82% / Men 48.18%
Top Quartile: Women 43.71% / Men 56.29%

The Pay Gap by other Protected Characteristics

Disability

The disability pay gap is due to more staff with a known disability in lower pay grades compared to those who have not disclosed a disability.

Mean 11.76% — 13.63% in 2024
Median 9.83% — 8.99% in 2024

Mean 9.54% — 52.24% in 2024
Median 0% — 0% in 2024

Known Disability colleagues receiving bonus pay
2.71% — 64.29% in 2024

No Known Disability colleagues receiving bonus pay
3.96% — 66.18% in 2024

Pay Quartiles:
Lower Quartile: Known Disability 6.62% / NKD 55.72% / Unknown 37.65%
Lower Middle Quartile: Known Disability 6.57% / NKD 67.90% / Unknown 25.53%
Upper Middle Quartile: Known Disability 6.52% / NKD 80.71% / Unknown 12.77%
Top Quartile: Known Disability 5.11% / NKD 83.92% / Unknown 10.97%
NKD = No Known Disability

Ethnicity

People of Colour are more likely to hold upper middle quartile roles which is why the Median gap is in favour of this group, however, they are less likely to hold senior roles which leads to the Mean pay gap.

Mean 1.25% — 2.02% in 2024
Median -4.38% — -3.34% in 2024

Mean -41.19% — -43.73% in 2024
Median -50.26% — 0% in 2024

People of Colour colleagues receiving bonus pay
3.08% — 77.75% in 2024

White colleagues receiving bonus pay
3.81% — 69.33% in 2024

Pay Quartiles:
Lower Quartile: POC 8.42% / White 59.89% / Unknown 31.69%
Lower Middle Quartile: POC 10.02% / White 66.81% / Unknown 23.17%
Upper Middle Quartile: POC 17.49% / White 71.91% / Unknown 10.59%
Top Quartile: POC 12.63% / White 78.05% / Unknown 9.32%

Sexual Orientation

Causes of the sexual orientation pay gap includes the slightly higher proportion of LGBO colleagues in lower pay grades. NB: 33.8% of the full-pay relevant population have not disclosed their sexual orientation to the University.

Mean 10.73% — 7.38% in 2024
Median 7.44% — 4.66% in 2024

Mean 71.70% — 82.18% in 2024
Median 27.83% — 0% in 2024

LGBO colleagues receiving bonus pay
2.23% — 58.99% in 2024

Heterosexual colleagues receiving bonus pay
3.82% — 69.58% in 2024

Pay Quartiles:
Lower Quartile: LGBO 6.53% / Heterosexual 46.69% / Unknown 46.78%
Lower Middle Quartile: LGBO 6.86% / Heterosexual 54.94% / Unknown 38.20%
Upper Middle Quartile: LGBO 6.52% / Heterosexual 66.34% / Unknown 27.14%
Top Quartile: LGBO 4.16% / Heterosexual 60.03% / Unknown 35.18%

A Note on Language

For the purpose of this report, 'Gender' refers to calculations based on sex categories (male vs female) and 'People of Colour' (PoC) refers to calculations of Black, Asian and Minority Ethnic colleagues in comparison to White colleagues. 'LGBO' refers to Lesbian, Gay, Bisexual and Other. 'No Known Disability' refers to colleagues who are not known to have a disability (i.e. where colleagues have disclosed that they do not have a disability).

Categories are aligned to those used in UK Census data, to aid comparisons and benchmarking across the sector. The University of Liverpool recognises that the terms used within this infographic may not be an exhaustive list, and individuals may self-identity with terms not included within the infographic and related reports.

Pay gaps are informed by distribution of colleagues across pay grades. For the purpose of pay gap reporting, colleague pay is split into 4 Quartiles: Quartile 1 (Q1) includes colleagues on the lowest pay, and Quartile 4 (Q4) includes colleagues on the highest pay.

Please visit the University of Liverpool's Statutory Pay Gap Reports **webpage** to find out more