



UNIVERSITY OF
LIVERPOOL

Pay Gap Report 2025



Please note that this contents page numbering will be amended when the report is a standalone document i.e. no cover sheet/governance report template in use.

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Introduction

The University of Liverpool is committed to creating an inclusive environment and actively addressing gender-equality related barriers. The University holds Silver [Athena Swan](#) awards at both institutional and departmental levels and has accompanying gender equality related action plans which include specific activity aimed at addressing the **Gender Pay Gap**. This report (and accompanying infographic) provides University of Liverpool **Gender Pay Gap** information for 2025 relating to the data snapshot of 31st March 2025, along with information on **Disability, Ethnicity, and Sexual Orientation Pay Gaps**. Although not a legislative requirement yet, this work supports the University's wider Equality, Diversity and Inclusion (EDI) commitments.

Pay gaps explanation

Pay gaps show the difference in the average pay between comparator groups (e.g. men and women) across a whole workforce. It's different to equal pay which looks at the pay differences between people who carry out the same jobs, similar jobs or work of equal value. The University's job evaluation processes guard against equal pay issues.

Pay gaps reflect differences in how much all staff are paid across an organisation regardless of their job titles or grade. For example, an organisation might have a gender pay gap if the majority of senior roles are held by men, despite paying men and women the same amount for similar roles.

Scope and Methodology

The **Gender Pay Gap** Information Regulations of 2017 require public sector organisations with 250 or more colleagues to publish specific data on their gender pay gap. This gap represents the difference between men's and women's average earnings, and it is distinct from equal pay, which pertains to discrepancies between men and women performing the same or similar jobs. Organisations must report data on gender pay gap, gender bonus gap, proportion of men and women receiving bonuses, and the proportion of men and women in each pay quartile (please see accompanying infographic for quartile data).

The calculation for the University's 2025 **Gender Pay Gap** data is based on the inclusion of **8458** Full Pay Relevant Employees (FPRE) as of March 2025, of which **4806** (56.82%) were Female, and **3652** (43.18%) were Male. The University of Liverpool also provides similar data for **Disability, Ethnicity, and Sexual Orientation Pay Gaps**, following prescribed methodologies and ensuring data accuracy and reliability through a reconciliation process.

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

For the purpose of this report:

- **'Gender'** refers to calculation based on sex categories (Male vs Female).

- **'People of Colour'** (POC) refers to the calculation of Black, Asian and Minority Ethnic staff in comparison to White staff.
- **'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). It should be noted that due to improved data provision, the disability pay gap now separates staff who have not disclosed a disability from staff who have not provided this information or who have chosen the 'Prefer not to say' response. Previously, these two groups of staff were collated. This change has been backdated and reflected in the 2025 and 2024 reports and accompanying documents.
- **'LGBO'** refers to colleagues who identify their sexuality as Lesbian, Gay, Bisexual or Other – this grouped category is presented in comparison to colleagues who are Heterosexual.
- **'Full Pay Relevant Employees'** or **'FPRE'** refers to staff included in the pay gap calculations. This includes any staff receiving full pay at the data census point. This includes full-time and part-time staff, casual staff with an hourly rate of pay and staff on paid leave (e.g. maternity leave) if they are in the full pay part of that leave.

Where possible, categories are aligned with those used in UK census data to aid comparison and benchmarking, however it is acknowledged that individuals may self-identify with alternate terms.

Data Trends

The following data refers to data points recorded over a five-year period, enabling the detection of patterns, fluctuations and trends in the data.

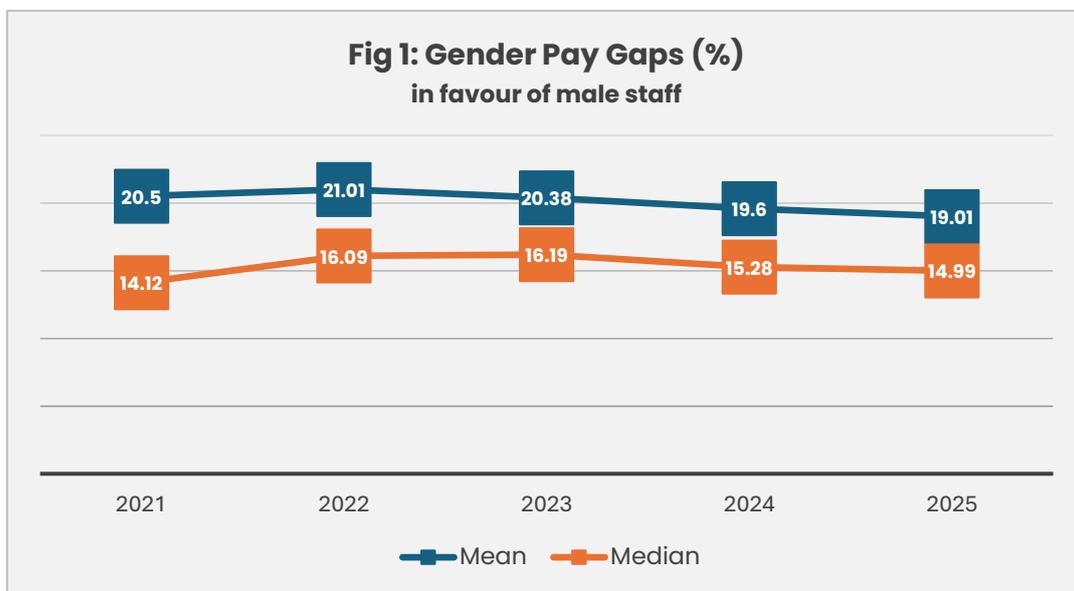


Fig 2: Disability Pay Gaps
in favour of staff with no known disability

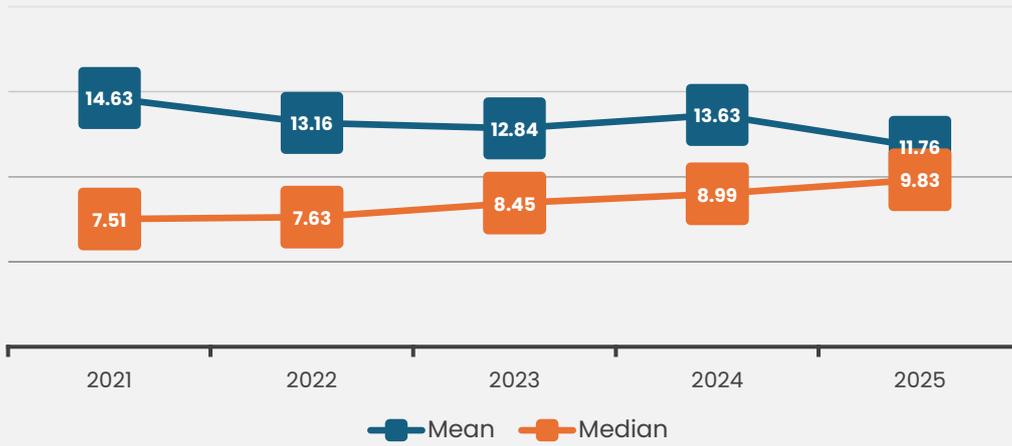


Fig 3: Ethnicity Pay Gaps
Mean in favour of white staff
Median in favour of PoC staff

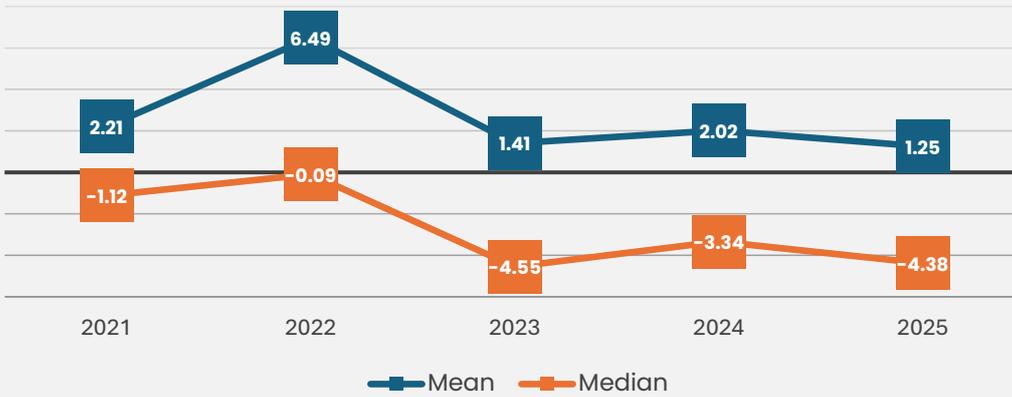
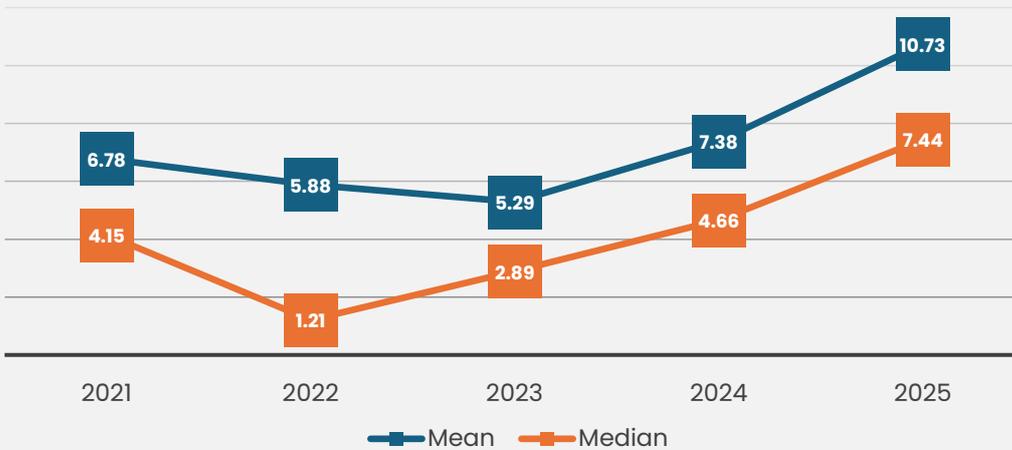


Fig 4: Sexuality Pay Gaps
in favour of heterosexual staff



Reasons for the Gender Pay Gap

For the third consecutive year, the University has seen a reduction in the **Mean gender pay gap** and a second consecutive reduction in the **Median gender pay gap**.

- When compared to the [2024 Pay Gap Report](#), we can see that this latest reduction in both the **Mean** and **Median** pay gaps is due to there being a higher proportion of Female staff in Q4 (43.71% in 2025 compared to 42.76% in 2024) as well as a marginal reduction of Female staff in Q2 from 62.05% in 2024 to 61.61% in 2025.
- Whilst the Mean Gender Bonus Pay Gap has reduced from 78.25% in 2024 to 69.45% in 2025, as expected, the Median Bonus Pay Gap has increased from 0% in 2024 to 36.84%. This is due to the ceasing of, Cost of Living Payments (which were paid to all staff excluding those on Grade 10) March 2024. As a result, bonuses are now paid to a smaller group of staff, who receive higher value bonuses. For context, 5244 bonuses were paid in 2024 and with the Cost-of-Living payments removed in 2025, this dropped to 279 bonuses in total. These include Clinical Impact Awards*, Exceptional Contribution Awards and CPD payments for completing professional accreditation training.

***NB:** Clinical Impact Awards (previously known as Clinical Excellence Awards) are a National Health Service (NHS) bonus payment scheme for eligible clinical staff. Although administered by the University's payroll system, the awards are determined by the NHS.

Additional Context

The University staff Full Pay Relevant Population includes 5 career groups spread across 10 grades. These grades do not map neatly into the quartiles used when calculating pay gaps, however, do provide an indication of where the gender balance of each career group affects the gender pay gap.

Table 3: Career Groups and associated grades

	Academic 	Clerical 	Manual 	PMSA* 	Technical 
Grade 1		1274 Staff	354 Staff		770 Staff
Grade 2					
Grade 3		79% 	68% 		46% 
Grade 4		Female	Female		Female
Grade 5					
Grade 6	3880 Staff			1677 Staff	
Grade 7					
Grade 8	45% 			63% 	
Grade 9					
Grade 10	Female			Female	

*Professional, Management, & Specialist Administrator

There are more male colleagues in academic roles (Grade 6+) which are associated with the higher paid roles (mapped with Q3 and Q4), and significantly higher numbers of women in Clerical and Manual roles (Grades 1 – 6) with the majority being within Q1 and Q2, which, can have a significant impact on the mean and median pay gaps.

Reasons for the Disability Pay Gap

The causes of the **Mean and Median disability pay gaps** between 2024-25 are attributed to the following factors:

- Higher proportions of staff with a Known Disability occupy lower pay grades compared to staff with No Known Disability. 6.62% of Q1 are staff with a Known Disability and 5.51% of Q4 are staff with a Known Disability. These figures are closer than in 2024 when 7.06% of Q1 were staff with a Known Disability and 4.79% of Q4 were staff with a Known Disability. This has led to the reduction in the **Mean Disability Pay Gap**.
- The smaller population of staff with a Known Disability (6.21% of all staff) further accentuates the disparity in mean/median pay rates between the two groups.
- **Important note:** 14.4% of the FPRP population indicated that they do not wish to disclose information for this category, a 7.33% increase from last year. While these numbers remain high, the quality of the data and the resulting analysis will be compromised.

Reasons for the Ethnicity Pay Gap

The **Mean and Median ethnicity pay gaps** continue to fluctuate year on year, however the Mean gap tends to be consistently in favour of White staff, whereas the Median tends to favour staff who are POC. The ethnicity pay gaps can be attributed to the following factors:

- POC staff have a higher representation in Grade 6 and higher roles due to their prevalence in academic/research positions. 80.23% of POC appointments are in Grade 6 or higher roles compared to 71.64% for White appointments in 2025, leading to a higher median hourly rate and increase in **Median Ethnicity Pay Gap** from -3.34% in 2024 to -4.38% in 2025.
- The **Mean Ethnicity Pay Gap** has decreased from 2.02% in 2024 to 1.25% in 2025, however it remains in favour of White staff due to limited POC representation at senior management/professorial levels, resulting in a higher average hourly rate for White staff. For instance, among the top 50 highest hourly rates, 5 individuals identify as POC (10%) which is slightly lower than POC representation in the full FPPE population (12.14%).
- **Important note:** The Full Pay Relevant Population (FPRP) has an ethnicity disclosure of 81.31% which influences the reliability and validity of the above figures.

Reasons for the Sexual Orientation Pay Gap

The causes of the **Mean and Median Sexual Orientation Pay Gaps** between 2024–25 are attributed to the following factors:

- The sexual orientation pay gap is in favour of Heterosexual employees, this is mainly attributed to a slightly higher proportion of LGBO staff in the Lower and Lower–Middle hourly rate pay quartiles (55.6%) compared to the Heterosexual grouping (44.58%).
- The smaller population of known LGBO staff (6.02%) further magnifies the disparity in mean/median pay rates between the two groups.
- **Important note:** Data on the sexuality pay gap should be interpreted with caution, as at the point of pay gap data collection, 36.98% of the FPRP have not disclosed their sexual orientation to the University.

Addressing Pay Gaps | What we are doing already

Long term commitments and actions

The University is committed to creating an inclusive and equitable environment where all members of our University community can thrive. We are making progress and tackling inequalities (including our pay gaps) through several large-scale and interconnected action plans. These include:

- Our [Equality Objectives Action Plan](#)
- Our [Race Equality Charter Award and Action Plan \(direct action plan link\)](#)
- Our [Athena Swan \(gender equality\) Award and Action Plan \(direct action plan link\)](#)

Our action plans are driven forward and progress tracked by a robust [EDI governance structure](#).

We know that eradicating the pay gaps is a goal that will take some time to achieve, but we are pleased to see some improvements. We remain committed to taking short and long-term actions that will accelerate the closing of these gaps.

Recent actions and impact

Over the course of the previous academic year (2024/25) the following actions have been taken to address the pay gaps:

- The University continues to fund places on the **Advance HE Aurora and Diversifying Leadership programme** – targeted development for women and People of Colour respectively. Over 200 staff have been supported to complete Aurora since 2013, and 22 staff have been supported to complete Diversifying Leadership since 2018. 60% of the 130 academic participants have been promoted through Annual Review since completing these programmes; 20 participants have been promoted twice and 5 have been

promoted three times. Participation is complemented by an extensive training and development programme offered by The Academy.

- We have made further improvements to the **University's Family Friendly Policies**:
 - We have introduced a Neonatal Leave Policy for staff who have a baby in neonatal care. Staff can access up to 12 weeks of leave on full pay.
 - Our Special Leave Policy now includes paid leave for parents experiencing pregnancy loss.

By offering paid leave during these challenging circumstances, we aim to improve staff experience, support staff retention and enhance the University's reputation as an employer of choice. Informal feedback provided by staff when these policies were launched emphasised that staff valued and would use these if circumstances required. The policies are inclusive of both parents, as ensuring that fathers/partners can also access leave supports more equitable parenting and reduces the likelihood that caring responsibilities are predominantly undertaken by women.

- As part of the University's **Race Equality Charter action** plan, we are piloting a 'reverse mentoring' programme so that members of our Senior Leadership Team are mentored by racially minoritised staff. The scheme is intended to support decision-makers at the University to better address potential racial biases and promote diversity, equity and inclusion across the organisation, particularly during key decision-making processes. The mentor pool is gender balanced and represents a diverse range of role types and minoritised ethnic groups. Mentors have given positive feedback so far on the value and depth of mentoring relationships formed.
- **Unconscious bias training** (including an online module for staff involved in University Research Excellence Framework activity) is available for all staff to support improved, fair decision making around recruitment, promotion or other important career stages. In 2024/25, over 1000 staff completed this training.
- The University's **Research Technical Professional (RTP) Career Pathway** has continued since its launch in 2023. In 2024, 8 staff (2 female) were promoted and 12 staff (6 female) were transferred onto the pathway which will enable further career progression in future if desired. Interested staff can attend CV writing and application guidance workshops and career case studies (3 male and 2 female staff) are included on the HR website to showcase examples of career progression.
- We have continued work to support staff applying for **Clinical Impact Awards** with the aim to reduce this impact on the gender bonus pay gap. In 2024/25 this included the development of a new Female Clinical Staff Network which has support from the EPVC for the Faculty of Health & Life Sciences. The network will launch in autumn 2025 and aims to demystify career progression, pay and rewards/awards for this staff group.

- Women@Liverpool, a **network aimed at academic women** launched in 2022, has continued to grow and now has 200 members. This network provides a space for women academics to connect, share experiences, and support one another's career advancement. The network has held a range of activities since its launch. These include lectures and panel discussions on topics such as balancing motherhood and academic careers, hearing from senior female role models, speed mentoring and career coaching for early career academics and writing retreats.

Addressing Pay Gaps | What we plan to do

Over the course of the next academic year (2025/26) the following actions will be taken to address the pay gaps. The majority of the activities listed below are part of our existing Athena Swan and Race Equality Charter Action Plans.

Improved understanding of our staff population

- We will undertake targeted work to encourage staff to share their EDI monitoring data – focusing on departments/areas where response rates are particularly low. This will enable us to obtain a more accurate understanding of our ethnicity, disability and sexuality pay gaps and therefore be able to develop specific future actions.

Impact measure: We aim to see reductions in unknown/Prefer not say staff EDI monitoring data.

Improved decision making

- We will launch a new online Anti-Bias module, to further enhance our offering of in-person unconscious bias training sessions and reach more colleagues. All staff will be invited to complete the new module, however panel members for recruitment and Annual Review will be required to complete this training, as part of our ongoing commitments outlined within the University's Race Equality Action Plan.

Impact Measure: We will monitor training completion rates and continue to review recruitment and promotion data to measure progress.

Career Progression Support

- We will work with Heads of Departments to develop guidance to support their decision making around Annual Review. This will include provision of information on biases and how to mitigate these and will include examples of both gendered, racial and other equality-based barriers to career progression.
- Conduct focus groups with women from Quartile 1 (Q1 – lowest earners) to explore career progression opportunities, with a particular focus on those in Manual and Clerical roles.

- Create career progression case studies featuring women and POC colleagues moving from Quartile 1 (lowest earners) to higher grade roles, to encourage career progression and furthering the diversity of staff in Q1 roles. Our Professional Services review activity and its underpinning principles of functional alignment will create clearer and more visible opportunities for career progression.

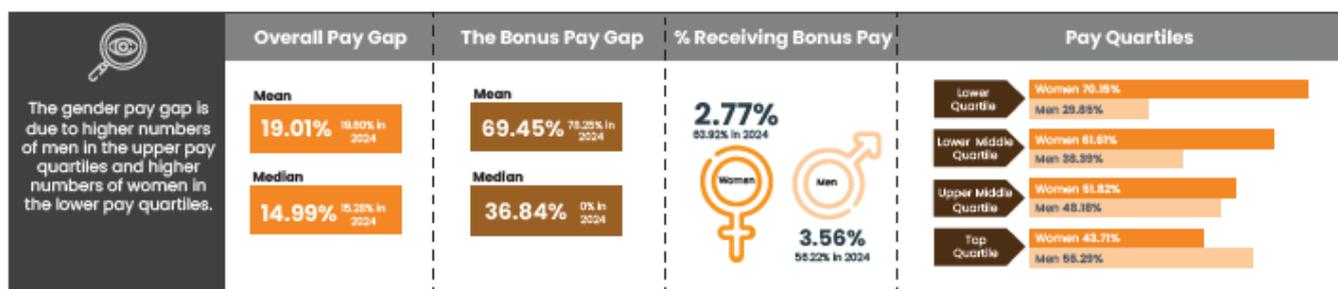
Impact measure: We will review promotion data to measure progress and seek staff views on their experience of promotion/career progression in future Athena Swan consultation.

Please note that this infographic will be provided as a separate document on our [Statutory Pay Gap Reports webpage](#).

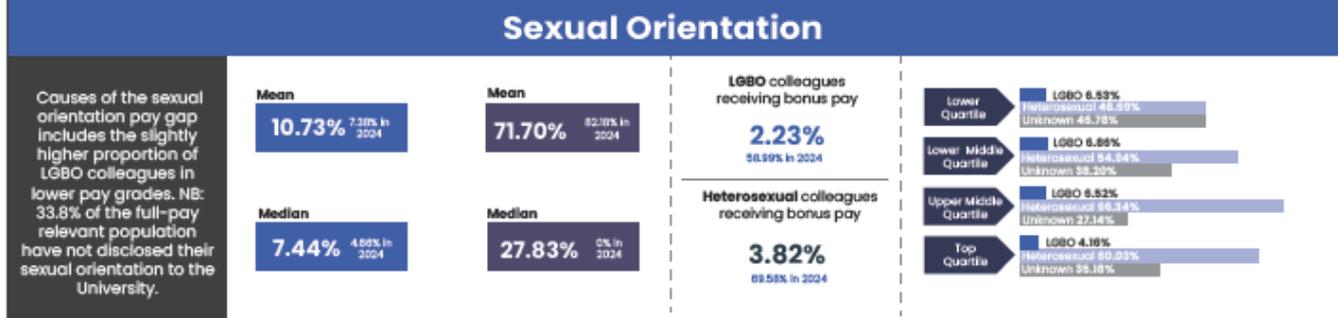
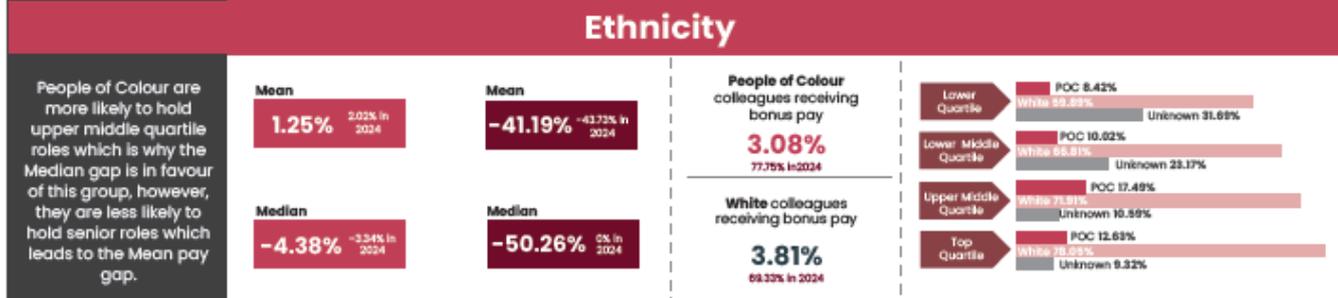
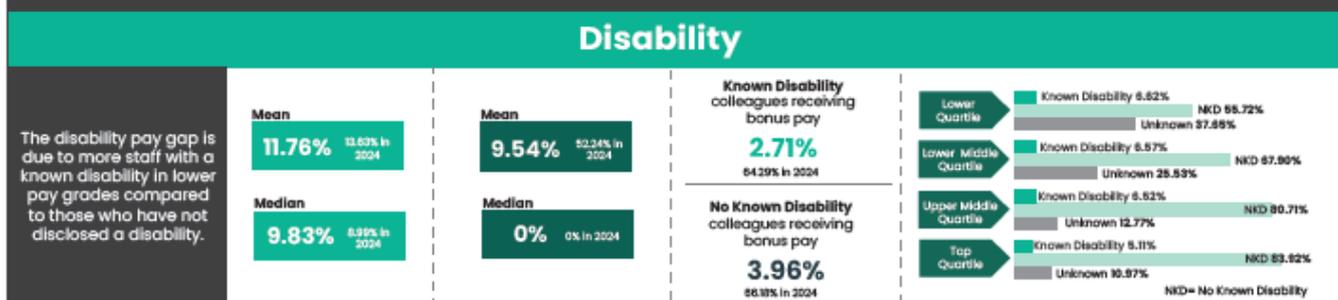
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The University of Liverpool Pay Gap Report 2025

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 Pay Gap by other Protected Characteristics



Gender Pay Gap Sector Comparison – 2024

It is not possible to compare the 2025 Median gender pay gap within the sector because the publication deadline of this data is March 2026. Nor is it possible to provide a comparison for ethnicity, disability or sexual orientation pay gaps, as there is no legislative requirement to publish these. The data within this appendix therefore relates to the University's 2024 Gender Pay Gap as this is the most up to date information which is available for benchmarking purposes.

Quartile comparison

The table below shows University of Liverpool quartile proportions of female employees in comparison to other groups. From this quartile analysis it can be clearly seen that the University has a higher proportion of female staff within quartiles 1 and 2 than all other university comparator groupings.

Table 4: Quartile Comparison Data

Quartile	University of Liverpool	Whole sector	Russell Group	Universities with medical schools
1	69.3%	66%	65.1%	66%
2	62.1%	60%	59%	59.6%
3	52.2%	55.4%	54.9%	55%
4	42.8%	48.3%	42.5%	43.8%

Rankings

Illustrations can be found below which compare the University's 2024 gender pay gap data with 2024 reports from Northwest Universities, the Russell Group (excluding Scotland and Northern Ireland) and universities identified as suitable comparators for Race Equality Charter (REC) benchmarking, due to their composition (size and structure).

When comparing the University position in 2023 to 2024, we have:

- **Improved:** 9th amongst Northwest HEIs (10th in 2023)
- **Improved:** 16th amongst the Russell Groups (18th in 2023)
- **No change:** stayed in the same position (6th) amongst our REC peer group HEIs.

It should also be noted that the composition of university staff can vary depending on their structure, for example some do not have Medical Schools or directly employ cleaning staff which may impact Pay Gap figures.

Fig 5: 2024 GPG Median Comparison - Northwest Universities

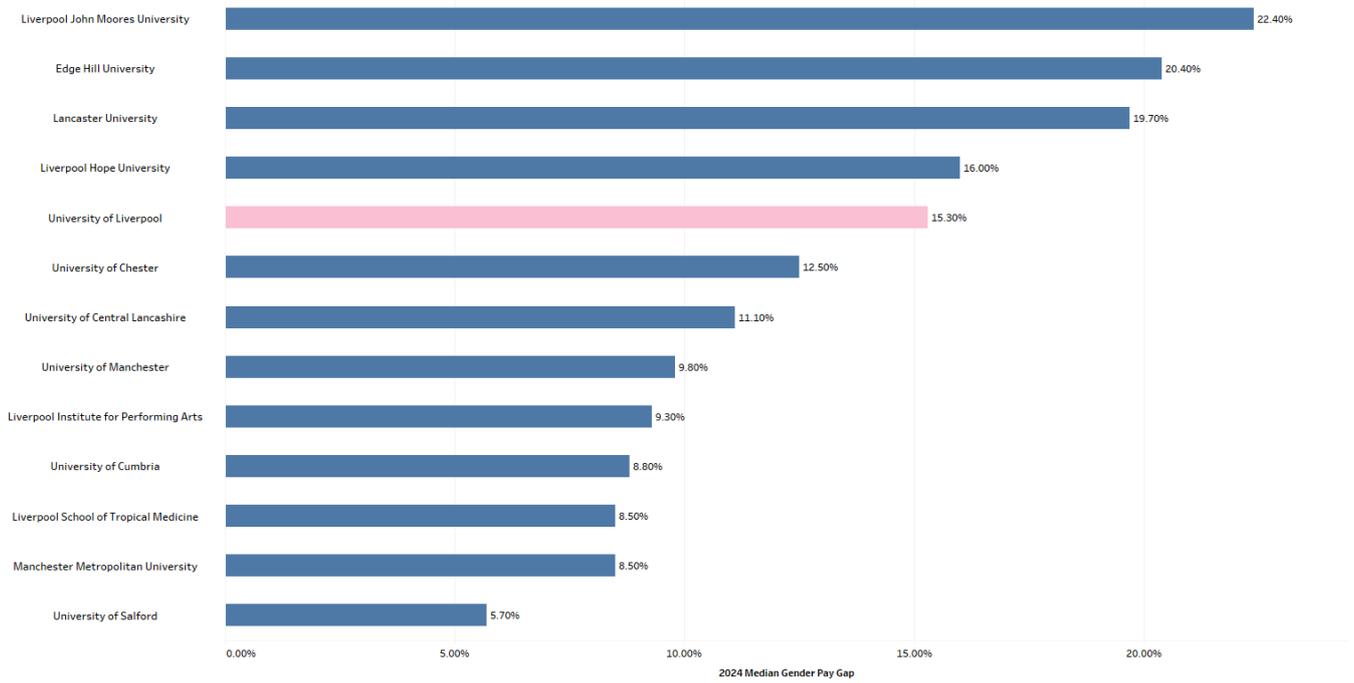


Fig 6: 2024 GPG Median Comparison - Russell Group

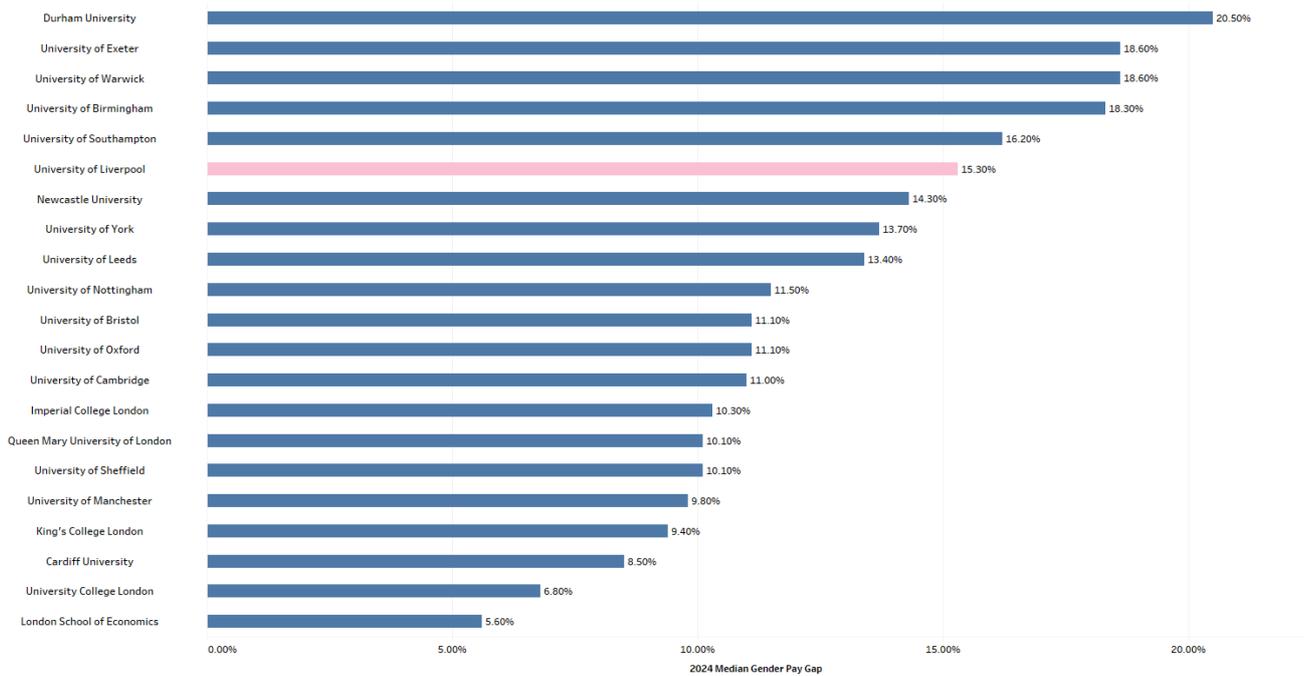


Fig 7: 2024 GPG Median Comparison – Race Equality Charter (REC) Peer Group

