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YEARS  
1898 - 2023



# Gender and Ethnicity Pay Gap Report 2023

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Data Snapshot 31 March 2022

# A note from the Director

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**At March 2022 snapshot date, our headline Gender Pay Gap has increased from 8.7% to 11.1%. This is predominantly related to the continued over-representation of women in the lower pay quartile. The gender balance is improving at the senior level of the organisation, and the pay gap is closing but there is still work to be done. Whilst the reversal in progress compared to recent years is disappointing, underlying trends show areas of improvement. We will continue to focus our efforts to close the gap and will monitor the trend closely.**

In 2022, we were awarded the Athena Swan silver award in recognition of our work to achieve gender equity; our self-assessment team has developed a detailed action plan as part of our submission process, and we are committed to implementing the actions as we continue to progress towards closing the pay gap.

The Ethnicity Pay Gap indicates a small gap in favour of Minority Ethnic colleagues; further analysis shows variation in the pay gaps across most categories, compared to last year. This is indicative of a wider picture of representation: small movements show a disproportionate impact.

Our Race Equity Action Plan is intended to drive improved representation and tackling barriers to progression for our Black and Minority Ethnic colleagues. We are committed to becoming an anti racist organisation and will use the Race Equality Charter standard as a benchmark to inform the development of our practice.

I confirm that the data in the report are a true and accurate representation of our data, and that LSTM will maintain its transparency in identifying and targeting the issues we face with regard to imbalances within our workforce.

A handwritten signature in black ink, appearing to read 'D Lalloo'.

*D Lalloo*

# Introduction

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**Liverpool School of Tropical Medicine's (LSTM) Gender Pay Gap Report complies with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which stipulates the annual reporting of pay gap using standard statutory calculations.**

The data presented in this report represent all full pay relevant employees (in accordance with the prescribed calculation methodology) at the snapshot date of 31 March 2022. Statutory reporting information is denoted by (\*)

Ethnicity Pay Gap reporting is not yet mandatory, but LSTM has chosen to report on this data in a similar manner to the gender pay gap. The Ethnicity Pay Gap therefore shows the difference between the average earnings of white, and Black, Asian and Minority Ethnic colleagues, expressed as a percentage of the earnings of white colleagues. The same snapshot date is used.

[Find out more about Gender Pay Gap Reporting requirements and methodology.](#)

# Gender Pay Gap Report

# Gender Pay Gap Report

At the snapshot date of 31 March 2022, our headcount was:

Female	361	63%
Male	212	37%

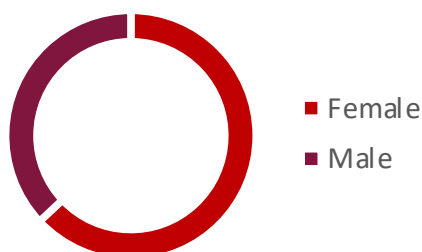
The median and mean hourly pay gap (\*) was:

Hourly Rate Pay Gap		
	2022	2021
LSTM median hourly rate pay gap	11.1	8.7
Sector median hourly rate pay gap	13.7	16.3
LSTM mean hourly rate pay gap	24.6	24.4
Sector mean hourly rate pay gap	17.1	18.3

**NB:** sector data based on Office for National Statistics information. 2022 data is preliminary and subject to change but are deemed to be of good quality.

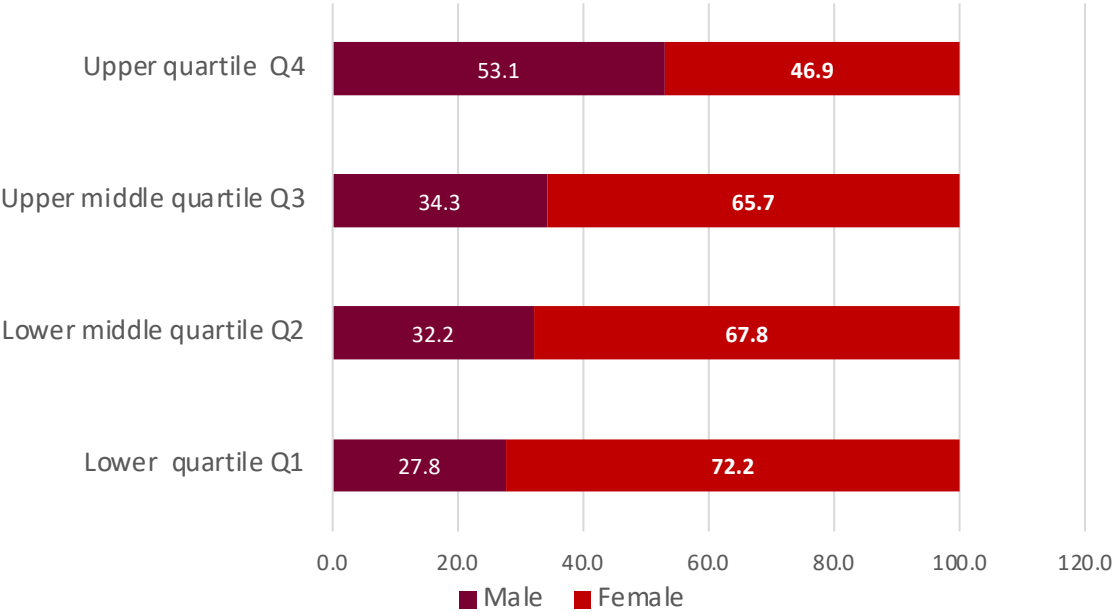
Our headline gender pay gap has increased from 8.7% to 11.1%, reversing the trend from the previous year. Our current headline median pay gap figure remains below latest sector rate of 13.7%.

**Figure 1: Headcount Distribution**



Percentage of male and female employees in each pay quartile (\*)

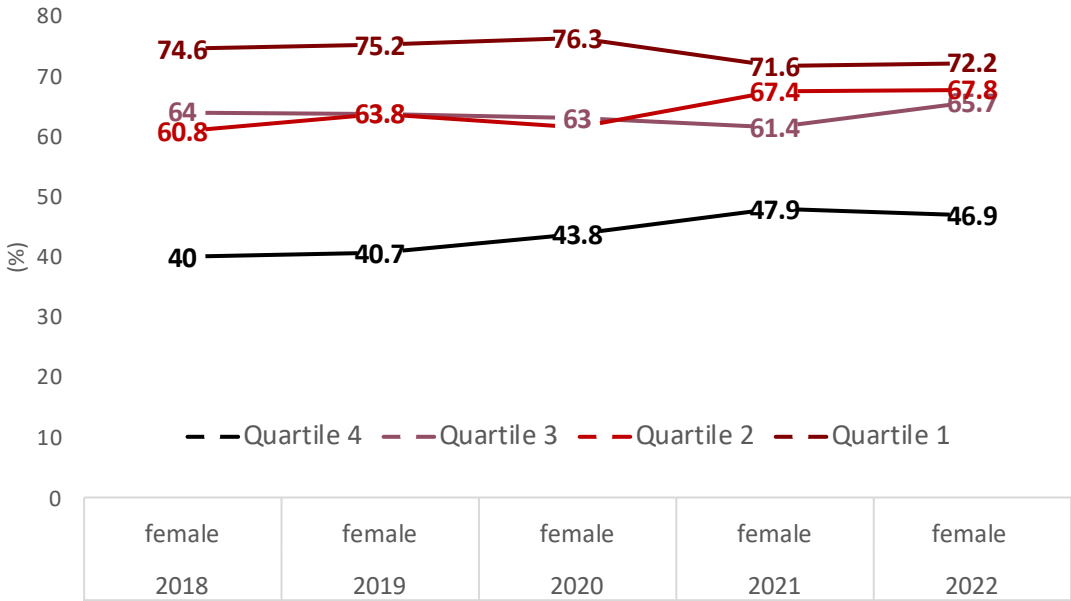
Figure 2: Percentage of male and female employees in each pay quartile



The chart above shows the distribution of staff across each pay quartile. Quartiles 2 and 3 more closely reflect our overall gender balance. The lower Quartile (Q1) shows a significant under-representation of men. In Quartile 4, there is an under-representation of female colleagues, relative to our overall balance. This reflects an element of vertical segregation – the tendency for women and men to be distributed differently at differing job levels and includes the underrepresentation of women at senior leadership.

The proportion of women in the Upper Quartile (Q4) has increased over the last four years, albeit that there has a slight decrease in the last year. In the Lower Quartile (Q1), the proportion of women has decreased.

Figure 3: Proportion (%) of females within each quartile over time





## Hourly Pay Gap in each Quartile

For every £1 earned by a median man, a median woman in the corresponding quartile earns the following :

	Q1	Q2	Q3	Q4
2022	£1.03	£1.01	£1.01	£0.86
2021	£1.01	£1.00	£1.00	£0.83

The pay gap is closing in each quartile. In the lower quartile, the hourly rate pay gap is in favour of women.

The proportionate over-representation of women in lower quartile and corresponding under-representation in the upper quartile remain the key drivers of the gender pay gap. We continue to take action to improve the representation of women in the senior leadership team and will prioritise the recruitment of men in roles in which they are underrepresented in the lower quartile.

### Bonus Pay Gap (\*)

LSTM did not make bonus payments to its staff in the last year, but a small number of clinical colleagues, (who work in public health and NHS alongside their research and teaching duties) received Clinical Excellence Awards.

0.5% of male colleagues received such a payment; none of the recipients were female and therefore it was not possible to determine a bonus pay gap.

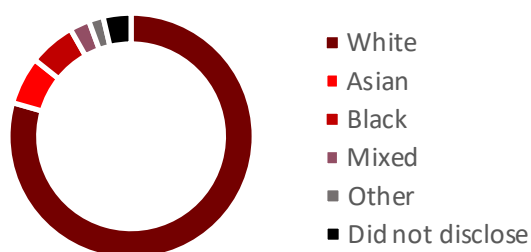
# Ethnicity Pay Gap Report

# Ethnicity Pay Gap Report

At the snapshot date of 31 March 2022, our headcount (relevant employees) was:

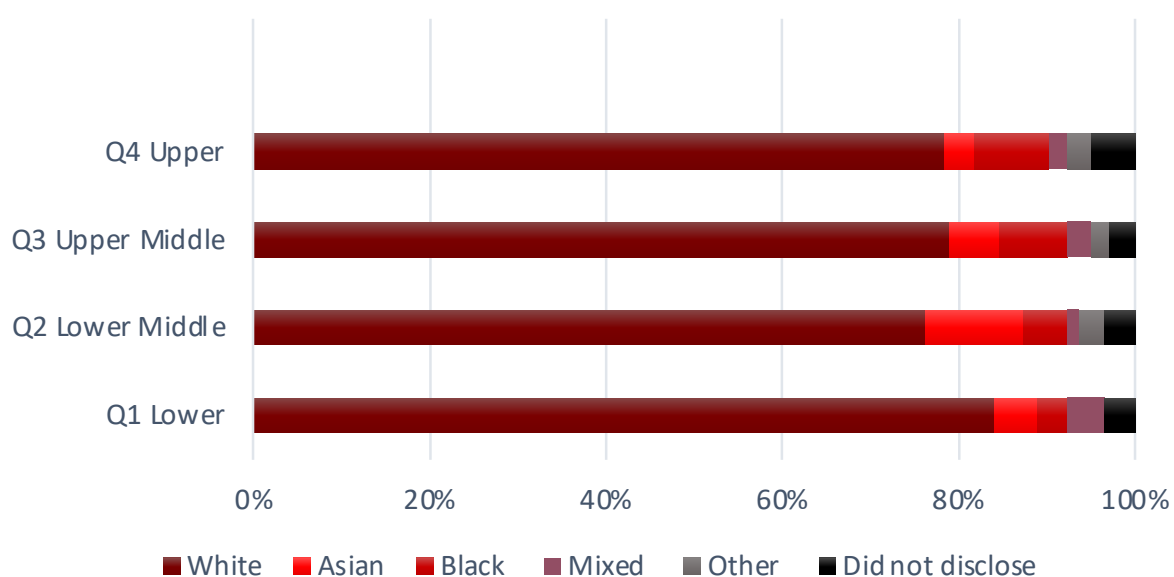
ONS 5 Category	Number	%
Asian	36	6.3
Black	35	6.1
Mixed	15	2.6
White	455	79.4
Other	11	1.9
Did not disclose	21	3.7
Total	573	

**Figure 4: Headcount by Ethnicity**



## Ethnicity Distribution by Quartile

**Figure 5: Ethnicity Distribution by Quartile**

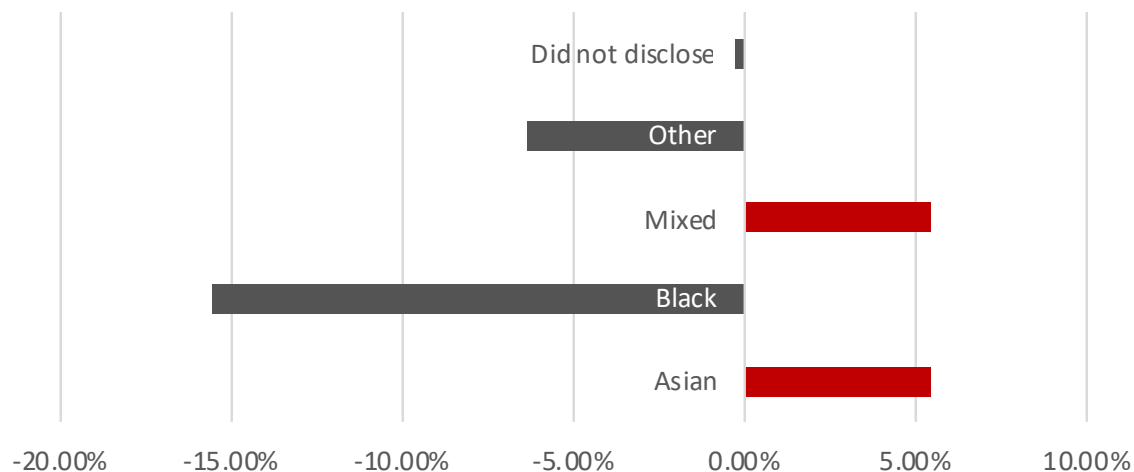


	Q1 Lower	Q2 Lower Middle	Q3 Upper Middle	Q4 Upper
White	84.0	76.2	79.0	78.3
Asian	4.9	11.2	5.6	3.5
Black	3.5	4.9	7.7	8.4
Mixed	4.2	1.4	2.8	2.1
Other	0.0	2.8	2.1	2.8
Did not disclose	3.5	3.5	2.8	4.9

The highest levels of diversity are in Quartiles 2 and 4. Black (Black/African/Caribbean and Black British) colleagues proportionately have the highest level of representation in the Upper Quartile (Q4) and the lowest representation in Lower Quartile (Q1). Asian (Asian Pakistani, Asian Indian, Asian Chinese, Asian British) are proportionately most represented in Lower Middle Quartile (Q2).

### Median Pay Gap Hourly Pay Rate Ethnicity

**Figure 6: Hourly rate pay gap: percentage difference in median hourly pay for Black and Minority Ethnic colleagues compared to white colleagues**



The difference in median hourly pay between Black and Minority Ethnic colleagues and white colleagues is given above. The red bars indicate a gap which favours white colleagues; the grey bars indicate an 'inverse' gap in favour of Black and other Minority Ethnic colleagues.

The median hourly pay gaps for the last three years is given below.

	Q1 Lower	Q2 Lower Middle	Q3 Upper Middle
Asian/Asian British	5.5%	3.0%	-0.02%
Black/African/Caribbean/Black British	-15.6%	1.2%	-15.93%
Mixed/Multiple Ethnic	5.5%	-5.7%	-9.23%
Other	-6.7%	22.9%	-7.43%
Decline to Specify	-0.3%	-2.9%	-0.07%

## Simple Ethnicity Pay Gap

When the data is aggregated into two categories: white and Minority Ethnic, the pay gap is 3.2% in favour of colleagues who identify in the Minority Ethnic category.

The most important consideration is that the numbers of Minority Ethnic colleagues is relatively small; individual or small changes in these groups will have a disproportionate effect. The target remains improving levels of representation and overcoming barriers to progression.

# Closing the Pay Gaps

# Closing the Pay Gaps

## PROGRESS AGAINST TARGETS

- **Gender Pay Gap target:** In 2021 we set a target to reduce the gap to 5.5% by 2026 and eliminate it by 2028.
- **Ethnicity Pay Gap:** This target to be determined as part of the Race Equity Action Plan.

## ACTION TAKEN IN THE LAST 12 MONTHS

- ✓ **Gender Equity:** In 2022, LSTM received Athena Swan charter silver award in recognition of our actions to further support of gender equity. Our submission includes a detailed action plan to continue the work.
- ✓ **Race Equity:** Following the publication of the Race Equity Review, LSTM has invested in the development of a Race Equity Action Plan and associated resources, with which we will take action to address inequity.
- ✓ **Recruitment:** The new recruitment system will facilitate better data capture for the recruitment process; priority areas for improving representation have been identified, and targets will be set as part of the work of the Race Equity Action Group. As part of our new system, we removed the requirement for applicants to provide details of existing salary information (known to influence salary decisions).
- ✓ **Succession Planning:** Working with the Board of Trustees, we have developed the first iteration of an institutional succession plan. This will continue to be developed and updated on a regular basis and progress against it monitored in the coming years.
- ✓ **Career Progression:** We introduced a new leadership and management development programme to support progression into more senior roles. The initial pilot was

attended by 35 people. A new mentoring programme, 'Ignite' was launched: open to all staff, the first round created 19 mentoring pairs to support individual development.

- ✓ **Equal Pay Audit:** We commissioned an independent external equal pay audit for staff on our Higher Education Role Analysis (HERA) pay scale to determine any pay inequalities associated with gender or ethnicity and make recommendations to address them. The report found for all HERA grades the Equal Pay Gap (defined as being in favour of men) was below the 3%, trigger for action and that the Ethnicity Pay Gap was zero.
- ✓ **Long Term Impact of COVID:** Recent reports raised the question of the long term impact of COVID on progression (and pay progression). We continue to monitor for this through performance appraisal and at career inflection points, but a broader analysis has not yet been undertaken.

## ACTIONS TO CLOSE THE PAY GAPS

The actions to close the pay gaps, and to identify and reduce the contributory factors are incorporated within our equity and inclusion action plans (Athena Swan and Race Equity). Progress will be monitored through the Equity and Inclusion (E&I) Committee. The priority actions incorporated in these plans to close pay gaps are:

## TARGETS AND DATA

- Improve the quality and quantity of data (including intersectional analysis) to inform and enhance organisation decision making.
- Establish targets for addressing Ethnicity Pay Gap through race equity action.
- Increase representation at senior level of women and Black and Minority Ethnic colleagues: to support this, diversity targets are included in senior and strategic appointments.

- ✓ **Recruitment:** Improve equity and representation throughout the recruitment pipeline through targeted attraction, equitable selection and increased diversity on appointment panels.
- Improve imbalances in pay quartiles through recruitment plans which address identified areas of under-representation e.g. of men and colleagues of colour. (By 2026, we will aim to achieve at least 60:40 (F:M) ratio in the lower quartile and 50:50 ratio in the upper).

## PROGRESSION

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- Extend leadership development programmes, including coaching and mentoring.
- Support transition of Early Careers Researchers to independence.
- Target career progression across all job families, including professional services and research programme.
- Embed succession planning across LSTM.

## PAY AND REWARD

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- Extend equal pay audit to roles within professorial and leadership pay scales.

Further details of these and wider actions can be found in Athena Swan and Race Equity Action Plans.



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The report includes approximate word counts. These are approximate due to the text on available graphs and charts to provide a rough estimate.

APPROX WORD COUNT: **33**