

Gender Pay Gap Report 2019

At LSTM, we are committed to strengthening equality and diversity and promoting inclusion for all.

This report sets out the gender pay gap, based on data collected on 31 March 2018. It reviews progress on work we have done to reduce the pay gap in the 12 months since we published our last report and identifies further action.

Section One: Gender Pay Gap Data

Hourly Pay

Hourly Pay		
	2018	2017
Median difference	13.4%	13.7%
Mean difference	25.7%	24.2%

The median pay gap has reduced marginally. The mean difference has increased by 1.5%.

Pay Quartiles

Quartiles		
	Women	Men
Upper	40.0% (40.0%)	60.0% (60.0%)
Upper Middle	64.0% (63.2%)	36.0% (36.8%)
Lower Middle	60.8% (64.3%)	39.2% (35.7%)
Lower	74.6% (73.0%)	25.4% (27%)

NB: 2017 figures are shown in brackets

Overall, 60% of employees at LSTM on 31 March 2018 were women and 40% were men.

There are more men than women at the most senior grade and this vertical segregation is one of the key contributing factors to our gender pay gap.

Representation of women has increased slightly in the upper middle quartile and in the lower quartile. In the lower middle quartile, there are fewer women than reported last year.

Bonus Gap

Bonus Gap		
	2018	2017
Median difference	13.6%	16.6%
Mean difference	13.6%	19.4%

Proportion of Women and Men Who Receive a Bonus

Proportion of Men and Women Who Received a Bonus			
2018		2017	
Women	Men	Women	Men
0.3%	2.0%	0.4%	2.2%

LSTM does not operate bonus, incentive or performance-related pay schemes. However, a small number of our senior clinical staff who have honorary consultant contracts with the NHS receive NHS Clinical Excellence Awards. These awards are determined by NHS, outside the remit of LSTM. It affects a very small percentage of our staff.

Section Two: Closing the Gap

The following actions were identified as part of, or following last year's gender pay gap:

Increase the number of women in senior roles: We set objectives for recruitment to ensure that we are attracting women to apply for our senior roles and to improve the gender balance of shortlists and throughout the appointment process in all our recruitment.

Indepth analysis: Following the publication of last year's report, a comprehensive analysis was undertaken internally to understand gender pay gap in more detail and across all areas of the organisation. This has reinforced the challenges of vertical segregation and highlighted further areas to explore in terms of understanding barriers to progression.

Introducing mentoring arrangements: A mentoring programme has been introduced, which now has over 20 trained mentors, increasing opportunities for colleagues seeking support and guidance as part of their development and progression. It is too soon to assess the impact of this initiative.

Section Three: Priorities for the Year Ahead

In the year ahead, we will instigate the following initiatives as part of our progress towards closing the gender pay gap:

1. **Recruitment:** develop our employer profile and ensure we can attract most the talented people of all genders. We will also actively monitor recruitment and selection outcomes to ensure appropriate gender balance throughout all stages of our processes.

2. **Fixed Term Contracts:** 66% of staff on fixed term contracts are women. We are investigating and reviewing our use of fixed term contracts.
3. **Development and Career Progression:** There is a long term plan to strengthen our staff development programme, which will include
 - improvements to promotion processes and opportunities for all staff;
 - greater transparency and support to help people develop career paths; and
 - extended development programmes.

This will enable all colleagues, regardless of gender to build skills and experience to support progression.
4. **Pay and Pay Progression:** Ensure continued fairness and consistency in pay decisions and provide clarity and transparency about our pay progression scheme.
5. **Supporting Colleagues:** Ensure working environment supports the attraction and retention of all staff, regardless of gender for example through e.g. flexible working and family friendly policies and procedures.
6. **Targets for Closing the Gap:** to support and drive the above activities, we will set meaningful targets and monitor our progress towards them.

Director's remarks

The 2018 gender pay gap report shows that there is much more work to be done to overcome the gap. A key challenge we face is vertical segregation. We are committed to removing barriers to progression wherever possible. Over the course of the next year, we will launch initiatives to support career development and promotion as well as strengthen the ways in which we attract and develop our staff to help us fulfil our mission of improving the health of the world's poorest people. I am confident that through this work we will make strides towards closing the pay gap and supporting career progression at LSTM, regardless of gender.



David Laloo

Director of Liverpool School of Tropical Medicine