



Gender Pay Gap Report 2020





Introduction

We are committed to addressing workplace barriers to equality. This includes fair and equitable remuneration. We conduct equal pay audits on a regular basis.

Our culture is inclusive and respectful.

The vast majority of our vacancies are advertised externally. Our grading structures sit within a framework which we believe is consistent, transparent and fair.

We believe that the gender gaps we have identified reflect what happens in our society whereby societal trends disproportionately impact upon female employees,

We believe that Gender Pay Gap reporting is an important means of better understanding our own position and the broader factors which contribute to pay disparity.

Historically, staff turnover remains low which means our staffing profile is unlikely to change significantly in the near future.

What is the gender pay gap?

The gender pay gap shows the difference between the average earnings of all men and women employed by us regardless of their role and grade.

The gender pay gap differs from Equal Pay. Equal pay looks at any pay differences between men and women who carry out the same jobs or work of equal value.

We are confident that men and women who undertake similar or the same work are paid equally. The gender pay gap reflects the current distribution of men and women across the various pay grades.

Measures

The mean hourly rate is calculated by adding all of the hourly rates together and dividing by the number of individuals in the data set. The pay gap is the average difference between the mean hourly pay rate of men and women.

The median hourly rate is calculated by arranging the hourly rates of all individuals in the data set in numerical order to identify the middle (or median) hourly rate. This means that 50% of individuals will earn more than this hourly rate and 50% will earn less. The median gender pay gap is the difference between the mid-point hourly pay rate of men and women.

Contextual Information

This Gender Pay Gap Report relates to staff employed by LIPA Learning which comprises of The Liverpool Institute for Performing Arts (HE), the LIPA 4:19 Academy, The LIPA Primary School and The LIPA Sixth Form College.

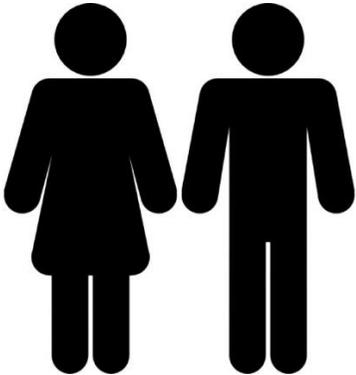
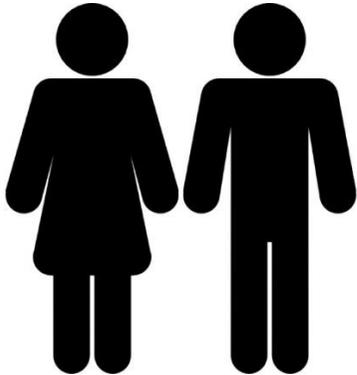
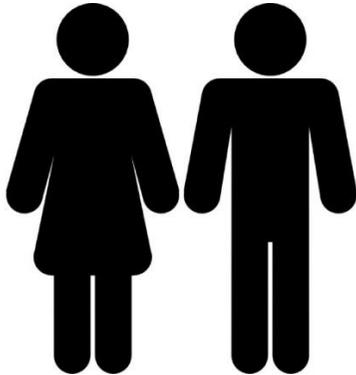
The tables below are based on pay data as at March 2020. We have identified the following factors as potentially contributing to the pay gap:

- Women are under-represented at higher paid grades (e.g., Head of Discipline).
- Staff turnover is low with relatively lengthy service amongst more senior staff.

- Women dominate in the lower grades and in specific occupations (e.g., cleaning and catering which are typically part-time posts).
- There are less opportunities for promotion within a small establishment.
- Our workforce is remarkably heterogeneous, with many of our more senior staff having qualifications and experience in specialist areas which can reduce the number of candidates for many vacancies.

Data

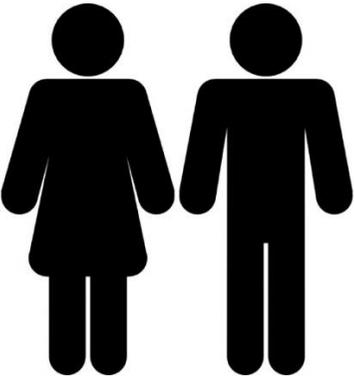
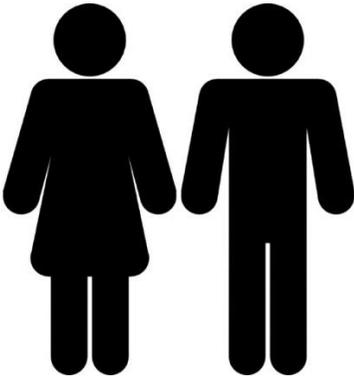
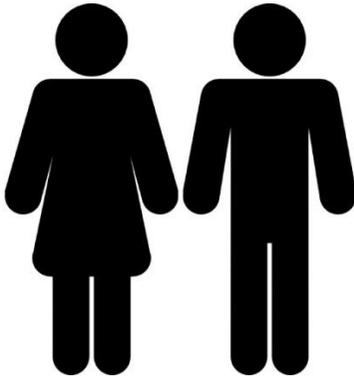
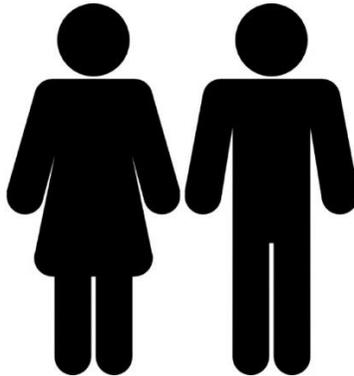
The mean and median gender pay gap – based on an hourly rate of ordinary pay

175	124	£16.217	£19.555	£14.922	£17.152
					
Total Employees 299		Mean Gender Pay Gap 17.068 %		Median Gender Pay Gap 13.004 %	

The mean and median bonus gender pay gap and the proportion of males and females receiving a bonus payment

We do not pay bonuses.

The proportion of males and females in each mean hourly rate quartile pay band

Q1		Q2		Q3		Q4	
64	11	46	29	30	45	35	39
							
85.3%	14.7%	61.3%	38.7%	40.0%	60.0%	47.3%	52.7%

Comparison with Previous Years

	2017	2018	2019	2020	+/-
Mean Gender Pay Gap	19.046%	18.629%	18.012%	17.068%	- 0.944%
Median Gender Pay Gap	11.09%	13.66%	18.591 %	13.004%	- 5.008%

Working to close the gap

This will be hard, given the national pay structures we adopt. For significant change, we expect both national legislation and additional funding to address perceived inequities.

We are uncertain what can be done, while financial recompense is inextricably linked with the qualifications that need to be achieved to perform occupations. Anyone can be a cleaner, which requires no qualifications, while not everyone can be a Director of Finance, which requires regulated professional expertise and qualifications. We also need to look at longstanding societal patterns of employment and perceptions that have led to certain occupations being heavily dominated by one gender, for example Sound Technology, Information and Communications Technology and Productions/Technical Services.

We want, however, to do our bit to affect change and will participate positively in initiatives undertaken by colleagues in other similar institutions as well as discipline-specific bodies.

We will review the use of positive action statements in our recruitment adverts.

We can also identify support from our Professional Development budget for personal and professional development for our female staff.

We will ensure that women returning from maternity leave are not disadvantaged and that we will do our utmost to agree to requests for flexible working.

A handwritten signature in black ink, appearing to read "Mark Featherstone-Witty". The signature is fluid and cursive, with the first name "Mark" being the most prominent.

Mark Featherstone-Witty
Founding Principal/Chief Executive Officer
March 2021