Liverpool City Region Combined Authority and Merseytravel
Gender Pay Gap Report 2021/22

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Background

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 came into force on 6th April 2017. Under these Regulations, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. It is different to equal pay which is concerned with pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Paying men and women differently for carrying out the same or similar work is unlawful.

Under the Regulations, public sector employers are required to calculate their gender pay gap figures using a specific reference date - this is called the 'snapshot date'. The snapshot date each year is 31 March for public sector organisations.

The snapshot for the purposes of this report was 31 March 2021.

The Regulations require organisations to publish the following four types of figures on our own website and on a government website:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

Purpose
The purpose of this report is for the Liverpool City Region Combined Authority (LCRCA) and Merseytravel to report gender pay gap information. The data and analysis are used to benchmark, inform further investigation and identify actions that the LCRCA and/or Merseytravel will take to address any arising gender pay gap. The Gender Pay Gap Report also feeds into the organisations' wider Equality Strategy and People Strategy.

1. The Liverpool City Region Combined Authority and Merseytravel – who we are and what we do

The Combined Authority was established in 2014. In 2015 we agreed a Devolution Deal with national Government and, in 2017, the first Metro Mayor was selected. We are a politically led organisation led by the Liverpool City Region Metro Mayor, the local authority leaders of Halton, Knowsley, Sefton, St Helens and Wirral councils and the elected Mayor of Liverpool City Council.

The purpose of the combined Authority is to make a difference through devolution to improve the lives of the 1.6 million people we serve.

We are aiming for a fairer, stronger, cleaner city region where no one is left behind.

We do this by working in partnership to use the powers and funding devolved to us to develop, fund and deliver programmes, projects and a transport system in the best interests of our residents.

Merseytravel is the Executive body that provides professional, strategic and operational transport advice to the Liverpool City Region Combined Authority to enable it to make informed decisions. It is also the delivery arm, making transport happen.

Merseytravel oversees the public transport network and is responsible for coordinating bus and rail services, maintaining transport infrastructure, providing public transport information and operating the Mersey road tunnels, the Mersey Ferries and their associated visitor attractions.

Reporting requirements for the Liverpool City Region Combined Authority and Merseytravel

Although operating as one organisation, the LCRCA and Merseytravel are separate employers, therefore the data within this report is separated out for each employer.

As an employer, Merseytravel is required to report under the Regulations however the Liverpool City Region Combined Authority is not required to report as it employs less than 250 employees. As an organisation and as a civic leader, we believe we have a responsibility to be transparent and accountable which is why the LCRCA voluntarily reports Gender Pay Gap figures.

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2. Gender Pay Gap Analysis

The gender pay gap is the difference between the mean or median hourly rate of pay for male and female employees.

This section sets out the LCRCA and Merseytravel's position in respect of:

- ♀♂ Gender pay gap (mean and median averages)
- ♀♂ Gender bonus gap (mean and median averages)
- ♀♂ Proportion of men and women receiving bonuses
- ♀♂ Proportion of men and women in each quartile of the pay structure

Organisation Composition

At the snapshot date, Merseytravel employed 736 employees and the LCRCA employed 224 employees across a number of sites and out in the community within the Liverpool City Region.

This includes office-based employees at Mann Island in Liverpool City Centre, Mersey Ferries terminals, Mersey Tunnels and bus stations containing travel centres, with other employees working out on the transport network and within the local communities.

LCRCA

Male – 42.9%

Female – 57.1%

Merseytravel

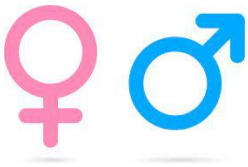
Male – 63.2%

Female – 36.8%

Gender Pay Gap

Mean Pay Gap

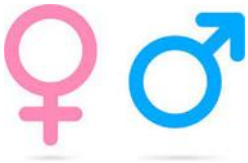
LCRCA



15.15% gap

This means that, on average, male LCRCA employees are paid 15.15% higher than female LCRCA employees.

Merseytravel



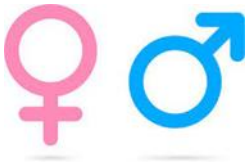
11.9% gap

This means that, on average, male Merseytravel employees are paid 11.9% higher than female Merseytravel employees.

Median Pay Gap

The median gender pay gap is calculated by listing all male and female employees' wages from highest to lowest and comparing the number that sits in the middle for each gender. It is viewed as the the most representative calculation, given that the mean gender pay gap figures can be skewed if there are some particularly highly paid employees.

LCRCA



20.26% gap

Merseytravel

10.01% gap

Bonus Pay Gap

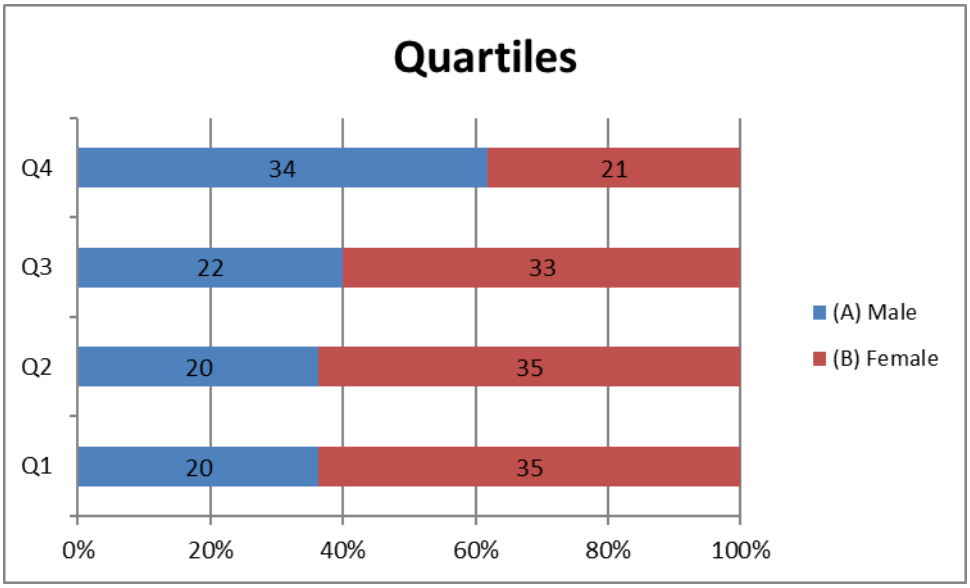
Neither the LCRCA nor Merseytravel pay bonus payments.

Proportion of male and female employees in each pay quartile
The chart below shows the proportion of male and female full time equivalent employees in four pay bands.

To calculate these figures, we:

- ranked our full time equivalent employees from highest to lowest paid
- divided this into 4 equal parts ('quartiles')
- worked out the percentage of men and women in each of the 4 parts

Liverpool City Region Combined Authority



	Q1	Q2	Q3	Q4
(A) Male	20	20	22	34
(B) Female	35	35	33	21
Male Proportion (A / (A+B)) x 100	36.36%	36.36%	40.00%	61.82%
Female Proportion (B / (A+B)) x 100	63.64%	63.64%	60.00%	38.18%

Lower Quartile (Q1)

♂ **Male – 36.36%**

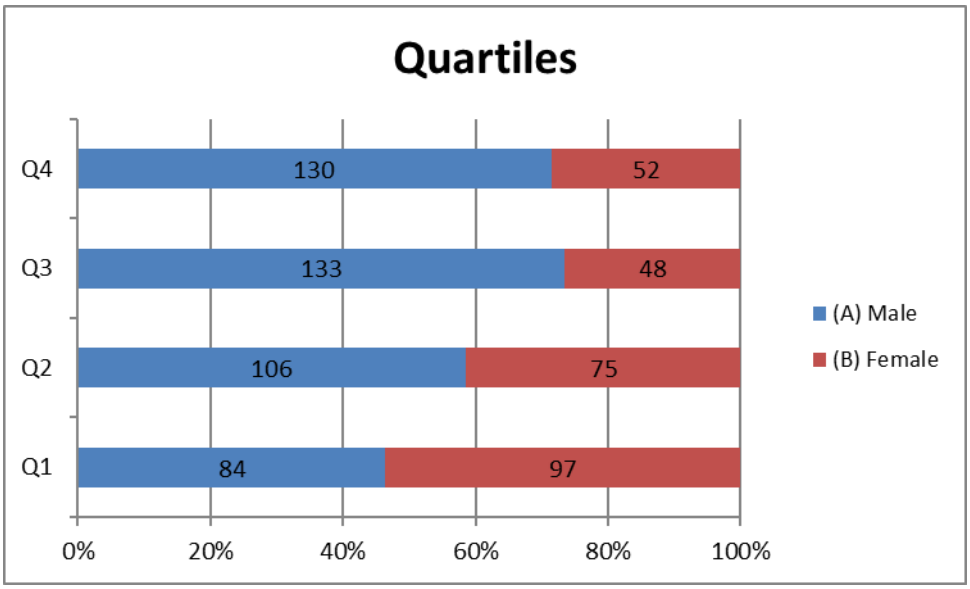
♀ **Female – 63.64%**

Upper Quartile (Q4)

♂ **Male – 61.82%**

♀ **Female – 38.18%**

Merseytravel



	Q1	Q2	Q3	Q4
(A) Male	84	106	133	130
(B) Female	97	75	48	52
Male Proportion (A / (A+B)) x 100	46.41%	58.56%	73.48%	71.43%
Female Proportion (B / (A+B)) x 100	53.59%	41.44%	26.52%	28.57%

Lower Quartile (Q1)

Male – 46.41%

Female – 53.59%

Upper Quartile (Q4)

Male – 71.43%

Female – 28.57%

What does this mean?

It is important to reinforce that gender pay gap and equal pay are different things. All pay within the LCRCA and Merseytravel is determined through a job evaluation scheme which evaluates the appropriate level of pay based upon the factors within the job. Our approach to pay is therefore gender neutral, ensuring that men and women in equivalent roles receive the same pay.

The LCRCA and Merseytravel are therefore confident that our gender pay gap is not due to paying men and women differently for the same or equivalent work, rather it is the result of the roles in which men and women work within the organisations and the salaries that these roles attract.

What Next?

We are currently working through an ambitious programme to transform Liverpool City Region Combined Authority. The programme is called “Developing our Organisation” (DoO) and is aimed at creating a modern and agile workplace which is not only a great place to wok but improves the lives of the 1.6 million residents in the Liverpool City Region.

Equality is an integral part of the DoO programme and cuts across the workstreams contained within the programme. We are engaging with our employees in a variety of ways including workshops and the B-Heard Staff Survey. The workstreams are:

- Leadership and Management
- New Ways of Working
- Employee Engagement
- People and Resources including an external review of recruitment and selection and performance management
- Employee Health, Safety and Wellbeing
- Stakeholder Engagement

We have a designated Lead Director for equality who directs the LCRCA’s equality work. We are drawing from LCRCA Race Equality work to identify parallels in terms of lessons learnt and engaging with the LCRCA’s Women’s Group and the Unison Equality Group in order to work collaboratively towards addressing the gender pay gap and advancing opportunities for female employees and potential employees. Our organisation is becoming increasingly diverse, and we have achieved gender balance in our Executive Leadership Team, but we know that there is more to do and our commitments are set out with the LCRCA Equality Strategy.

Links with Equality Strategy

The LCRCA Equality Strategy is a four-year strategy that sets out our commitments in relation to all protected characteristics. It is split into three main themes of the LCRCA as:

- an employer;
- a Public Service provider, Commissioner, and Investor
- a Civic Leader

The LCRCA's gender related commitments in year one includes:

- Development of internal talent management strategies for all under-presented groups
- Implement a reverse mentoring scheme which will provide opportunities for our residents from diverse communities to mentor our senior leadership team to deepen their understanding of inequalities experienced in LCR and receive insights into what works to tackle them.
- Supportive action on recruitment and progression of women and targeted support for those returning to work following parental leave.
- Further promote our flexible and inclusive working practices and policies for parents and carers to both men and women such as flexible leave and shared parental leave.
- Improve our talent attraction processes, embedding equalities' considerations, monitoring the characteristics of applicants at all stages, and taking positive steps to support and encourage applicants from under-represented groups
- Develop and implement a Menopause Framework to raise awareness and provide support across the organisation.