



**LIVERPOOL  
CITY REGION**  
COMBINED AUTHORITY

**METROMAYOR**  
LIVERPOOL CITY REGION

**Liverpool City Region Combined Authority and  
Merseytravel  
Gender Pay Gap Report 2023**

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## Background and Purpose

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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 2023.

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 708 employees and the LCRCA employed 316 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 – 44.9%**



**Female – 55.1%**

#### Merseytravel



**Male – 63.3%**

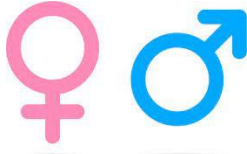


**Female – 36.7%**

## Gender Pay Gap

### Mean Pay Gap

#### LCRCA



**9.76% gap**

This means that, on average, male LCRCA employees are paid 12.39% higher than female LCRCA employees.

#### Merseytravel



**11.76% gap**

This means that, on average, male Merseytravel employees are paid 8.14% 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 most representative calculation, given that the mean gender pay gap figures can be skewed if there are some particularly highly paid employees.

#### LCRCA



**9.58% gap**

#### Merseytravel



**15.24% gap**

### Bonus Pay Gap

Neither the LCRCA nor Merseytravel pay bonus payments.

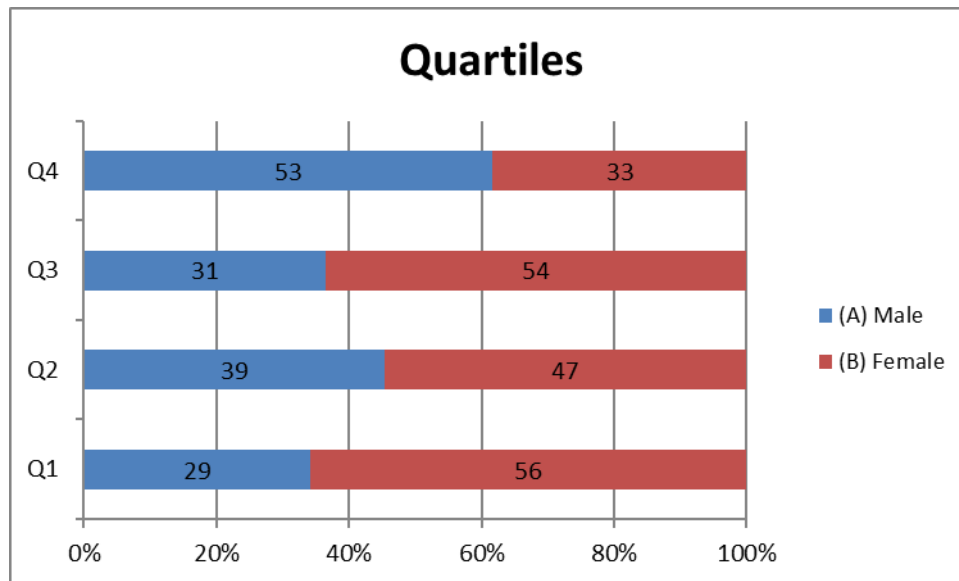
## Proportion of male and female employees in each pay quartile

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	29	39	31	53
(B) Female	56	47	54	33
Male Proportion (A / (A+B)) x 100	34.12%	45.35%	36.47%	61.63%
Female Proportion (B / (A+B)) x 100	65.88%	54.65%	63.53%	38.37%

#### Lower Quartile (Q1)



Male – 34.12%



Female – 65.88%

#### Upper Quartile (Q4)

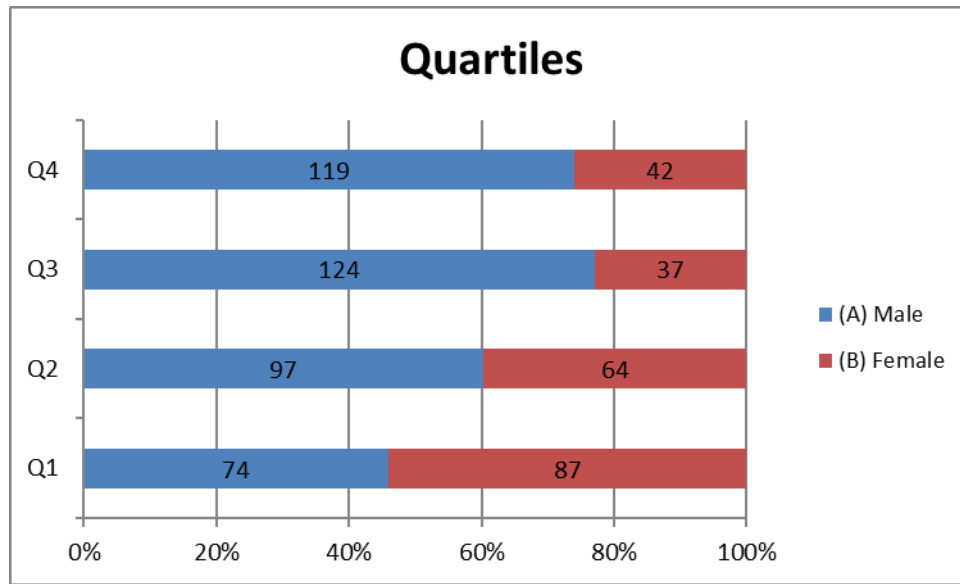


Male – 61.63%



Female – 38.37%

## Merseytravel



	Q1	Q2	Q3	Q4
(A) Male	74	97	124	119
(B) Female	87	64	37	42
Male Proportion (A / (A+B)) x 100	45.96%	60.25%	77.02%	73.91%
Female Proportion (B / (A+B)) x 100	54.04%	39.75%	22.98%	26.09%

### Lower Quartile (Q1)



**Male – 54.04%**



**Female – 45.96%**

### Upper Quartile (Q4)



**Male – 73.91%**



**Female – 26.09%**