

The **ACC** Liverpool Group

Gender Pay Report 2023

Snapshot Date: 5 April 2023

Executive Summary

The ACC Liverpool Group recognise the huge importance of gender equality and equity within business and work to ensure that our people policies are fair, transparent and without discrimination or gender bias. We are passionate about continuously working towards creating the most inclusive workforce and we recognise the benefits that a gender-diverse workforce brings.

The report sets out the ACC Liverpool Group's Gender Pay Gap Report for 2023 as per the requirements in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. Whilst the ACC Liverpool Group currently has below 250 headcount and therefore is not legally obliged to publish this data, we have chosen to do so in the interest of pay transparency and to keep track of our progress.

This report confirms a negative mean gender pay gap of 11.31% in favour of women. We are proud to have some really positive indicators that go against national trends however, we also recognise we can still make improvements that can make a positive difference in our workplace, which is also outlined within this report.

The data and analysis provided will be used to benchmark and inform further investigation as well as identify actions that the ACC Liverpool Group may take to address any arising gender pay gap. The Gender Pay Gap Report will also feed into the organisations' wider Equality, Diversity, and Inclusion strategy.

Definitions

Ordinary Pay - which the mean and median is calculated from, is a calculation of the hourly income of an employee composed of their basic pay, after any reduction for a salary sacrifice scheme, but before statutory deductions such as tax and NI. Ordinary Pay is calculated from monies received in April 2023.

Bonus Pay - is any form of money, vouchers, securities, securities options, or interests received by an employee which is awarded as a result of profit-sharing arrangements, productivity, performance, incentives, or commission. Bonus Pay is calculated from monies received in the 12 months leading up to April 2023.

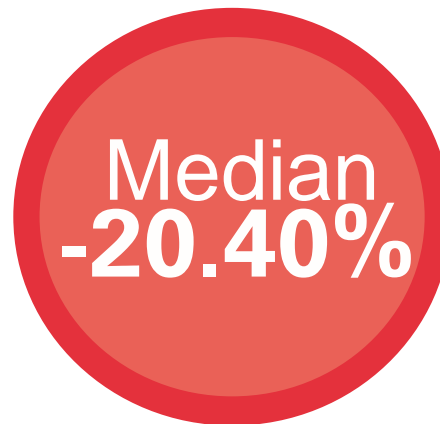
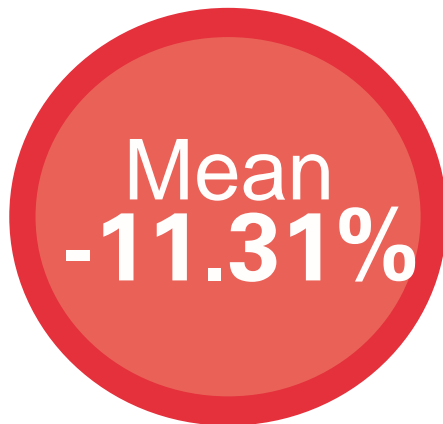
Data Set at Snapshot Date

The Statutory Pay Gap calculation includes all Full Pay Relevant Employees (FPRE) employed by the ACC Liverpool as of the snapshot date 5 April 2023. This therefore includes 71 FPR females and 107 FPR males. The data considered, includes ordinary pay and bonus pay, definitions of which are outlined above. Of these figures 10 of the FPR females included and 19 of the FPR males included were casual workers. This leaves 149 permanent employees of which 41% are female.

It is important to note that with our headcount being relatively low, it is very easy for our gender pay position to change quite dramatically with small changes, in comparison to larger organisations.

Gender Pay Gap Figures 2023

Difference in mean and median pay between males and females

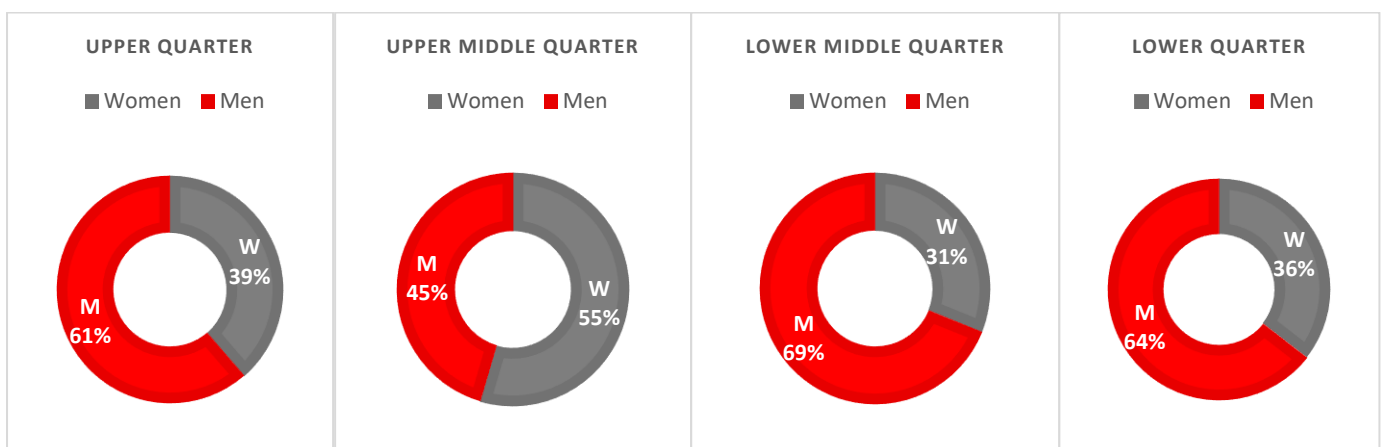


Males are paid on average 11.31% lower than females The Median for males is -20.40% lower than females.

* National Average for the gender pay gap April 2023 is 7.7% less for women according to office of national statistics.

The mean gender pay gap measures the difference between average hourly earnings of men and women. The median gender pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. As the figures above illustrate, the ACC Liverpool Group has a negative gender pay gap; this means based on the snapshot date, that on average female employees are paid more than male employees.

Pay Quartiles



Whilst the company have a negative gender pay gap, as one can see from the above graphs males make up the majority percentage in all quartiles apart from Upper Middle. Of the overall workforce included in the figures 60% are male and 40% are female.

Bonus Pay Gap

Difference in mean and median bonus pay between males and females



Mean
0%



Median
0%

The ACC Liverpool Group are proud to show we have no gender bonus pay gap. This means both males and females receive the same proportion of bonus pay.

Organisational Context

It is imperative organisational context is provided to give insight to the 2023 figures.

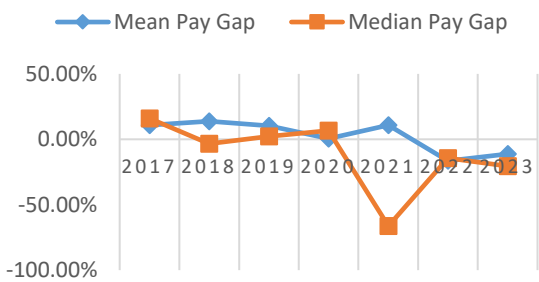
The government has stated that the reason for a gender pay gap can be down to many factors, such as: age, occupation, industry, public and private sector, region, nation and pay.

ACC Liverpool is a venue campus operating in the events industry, with diverse roles across the business but some functions notably outsourced to third party external service partners such as cleaning, IT, catering and stewarding. Functions in house include event management, sales, ticketing, security, FM, Production, and centralised functions such as finance and HR.

The company, as of the snapshot date is led by a female Managing Director, supported by a Senior Leadership team (SLT) which is 57% made up of female employees. The wider Senior Management Team (SMT) has an equal gender split with 50% of the SMT team made up by female employees.

Some of our larger teams are FM, Production, Venue Services and Security and these roles are predominantly filled by males. Some of these roles involve manual work, unsociable hours and despite fair and transparent recruitment processes, largely attract male applicants.

MEAN & MEDIAN PAY COMPARISSON



This graph charts the company's gender pay gap history. In 2017 the company had a positive gender pay gap, on average males were paid 10.7% higher than females. The company gradually reduced the gender pay gap over the next 3 years and in 2022 recorded its first negative gender pay gap in terms of mean pay. The first substantial negative median result was recorded in 2021, however this figure was greatly impacted by furloughed employees being excluded from the raw data, with many manual roles (which were largely occupied by males) furloughed, hence the results were not fully reflective of the overall company position.

Since 2022 both the mean and median pay gap have been negative. This can be attributed in part to manual roles within the business largely being filled by male employees and the two most senior roles (and therefore highest earners) being currently occupied by females. Since 2022 the mean gender pay gap has slightly reduced from 16.47% to 11.31% and the median pay gap has slightly increased. We believe this to be attributed to the changes in resourcing between 2022 to 2023. Since the last gender pay report 15 FPRE have left the company meaning they are not included in the latest figures, yet 46 FPRE have joined. Of the 46 which have joined 67% are male. This is largely attributed to the fact that between 2022 to 2023 the company gradually returned to pre-pandemic event levels, which resulted in an increase in casual and permanent recruitment into many of the larger teams, as described earlier (Venue Services, Security, Production, FM) which despite fair and transparent recruitment practices, were subsequently filled predominantly by males. Furthermore the recruitment of male employees spans all pay quartiles, including two new starters in the upper quartile, however the recruitment of female employees includes roles in all quartiles bar the upper quartile. These factors combined may have contributed to the slight change in results between the two years.

The ACC Liverpool Group are proud to show we have no gender bonus pay gap. This means both males and females receive the same proportion of bonus pay. The ACC Liverpool Group paid a One Team Bonus in the financial year 2021/22 and 2022/23. This bonus relates to overall Company performance and not individual performance, therefore all men and women in the business receive the same amount.

Whilst the company are proud that we have been able to remove the historic pay gap which sat in favour of male employees, we remain committed to attracting both females and males into all levels of roles to balance the pay gap wherever possible.

Equal Pay and Our Approach to Pay Determination

It is important to note that a gender pay gap is not the same as equal pay, where companies have a legal requirement to pay males and females for the same work or work of equal value. Legally, men and women must receive equal pay for:

- the same or broadly similar work.
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

The ACC Liverpool Group is committed to equal opportunities and equal treatment of all employees, and for this reason we have a fair and transparent pay framework which ensures standardised pay rates.

In 2022 a full Job Evaluation and Benchmarking review process was carried out to ensure equal and fair pay. Job evaluation measures the job role and not the individual in the role or their performance. Each job role now has 3 pay progression points. We are now able to assess the relative size and complexity of roles in the Company and benchmark salaries in a more objective and accurate way using an independent external reward specialist.

Summary

The ACC Liverpool Group and Senior Leadership Team are committed to fair pay irrespective of gender. We aim to do everything we can to ensure that our processes and practices are non-gender bias.

The company will continue its work to increase recruitment reach and to advertise and promote roles to as wide an audience as possible, irrespective of gender. It will also continue to follow fair and non-discriminatory recruitment practices to where possible improve the ratio of female employees in the business.

Our recruitment processes and practices will be maintained to continue to ensure there is no discrimination within our practices. We will engage with recruitment agencies and executive searches to ensure we find the right people with the required skills and experience to fulfil our senior management positions irrespective of gender. Our hiring managers have been given more support and the right tools to ensure our recruitment process is robust and identifies the right candidates, based on The ACC Liverpool Group values, behaviours, and skills.

Through our apprenticeship programmes and relationships with apprentice providers we will continue to encourage applications for all our technical and administrative apprenticeships irrespective of gender.

Our management team will receive periodic recruitment training and will continue to receive support, advice, and guidance from our fully qualified People department on the best practice recruitment decisions and avoiding gender bias.

As well as the above, as part of our overall commitment to creating a more inclusive workplace:

- We held various open recruitment events within our venue.
- We implemented a new menopause policy and rolled out a menopause awareness session which is aimed at supporting women in the workplace.
- We encouraged the use of preferred pronouns on e-mail signatures and name badges.
- We continue the work of the Social Values Group, with people as a key pillar of this strategy.
- We implemented an agile working policy which empowers employees, where role requirements permit, to make their own decisions as to where they work dependant on their diary commitments.
- We became a disability confident employer.
- We rolled out two E&D modules to all staff and casuals and this now forms part of our essential training for all new starters.
- We launched an Employee Experience Programme to gain feedback from staff on our workplace and how we can improve as employer.
- We amended and rolled out our annual staff survey, in line with the IIP framework, to ensure our feedback covered all areas of employment, adding additional E&D questions to our survey.

Next steps

In 2023/24, The ACC Liverpool group will introduce a 3-year Equality, Diversity, and Inclusion Workplace strategy, to make all efforts to ensure our workforce is reflective of the communities we serve and enables all employees to bring their whole selves to work and feel respected, accepted and included.

This will include collecting data to understand the make-up of the organisation. We'll use this information to gain greater clarity on where we can improve overall equality, diversity, and inclusion.

Over the next 12 months we will –

- Create and roll out a suite of E&D Training across the Company to upskill our workforce, raise awareness, and improve our approach to diversity and inclusivity.
- Roll out dignity at work classroom training across the organisation.
- Hold recruitment events, looking at different ways to attract applicants from the wider community.
- Improve our recruitment reach by reviewing where we advertise.
- Continue to build relationships across the city and in our community.
- Build on our relationships with Schools, Colleges, and Universities across the city.
- Apply to be considered for Fair Employment Charter accreditation.
- Introduce a staff engagement forum as a further way to gain insightful feedback from staff.