

UCU Branch, Liverpool Hope University

liverpoolhopeucu@gmail.com

19 June 2025



REDUNDANCIES AT LIVERPOOL HOPE UNIVERSITY

Liverpool Hope University (LHU) made the news recently for announcing 39 potential redundancies (see *Liverpool Echo* article [here](#), *BBC* article [here](#) and [here](#), *Times Higher Education* article [here](#) and [here](#), *The Stage* article [here](#), international press [here](#), UCU press release [here](#), and the University's own dedicated webpage [here](#)). This is a devastating blow to our community of dedicated scholars and academics who have devoted their lives and careers to excellence in teaching and research. We want other UCU branches in the region to be aware of recent developments relating to this matter so we are sharing this update with you.

About the Redundancies

On Wednesday 7 May 2025, representatives from the UCU Branch at LHU attended a meeting with Vice Chancellor (VC) Claire Ozanne about potential redundancies. The VC explained that the financial situation of the University is such that potential redundancies in excess of 20 are now on the table at LHU. The University is currently forecasting a year end deficit in excess of £2m for 2024/25.

On Tuesday 13 May 2025, our UCU Branch received a Section 188 notice from LHU confirming that 39 academic posts are at risk of redundancy. Section 188 of the *Trade Union and Labour Relations (Consolidation) Act 1992* says that:

If an employer is planning to make 20 or more employees redundant at one workplace within a 90-day period, they must formally consult with employee representatives (like trade unions) before doing so.

We have therefore now entered a period of collective consultation with university management that will last a minimum of 30 days. The purpose of the consultation is to reach an agreement, and LHU is now legally obliged to consult with UCU on ways of:

- Avoiding the dismissals
- Reducing the number of employees to be dismissed
- Mitigating the consequences of dismissal

For the purposes of consultation, LHU must now inform UCU in writing of:

1. The reasons for the proposals
2. The n. and descriptions of the employees whom it is proposed to dismiss as redundant
3. The total n. of employees of any such description employed by the employer at the workplace
4. The proposed method of selecting the employees who may be dismissed
5. The proposed method of carrying out the dismissal, with due regard to any agreed procedure, including the period over which the dismissals are to take effect
6. The proposed method of calculating the amount of any redundancy pay

1. The reasons for the proposals

The following reasons for the proposed redundancies are listed in the Section 188 notice:

- Sustained decline in student numbers in particular subject areas, leading to an imbalance in staff-to-student ratios
- Declining or low student numbers leading to course closures and curriculum realignment, resulting in reduced teaching activity in specific disciplines
- The ongoing need to rebalance staff-to-student ratios in line with our financial sustainability goals
- A strategic shift toward courses aligned with future workforce and skills needs, which has changed the academic staff profiles required with a resultant refocusing of activity and investment; and
- The need to ensure that the University remains financially and academically sustainable to meet our longer-term strategic objectives. This involves in some areas reviewing existing structures to better align resources with current and future business needs

2. The n. and descriptions of the employees whom it is proposed to dismiss as redundant & 3. The total n. of employees of any such description employed by the employer at the workplace

39 posts are currently at risk of redundancy at LHU. This is a headcount (i.e., it does not refer to FTE only). Here is the breakdown Faculty by Faculty:

Faculty Education & Social Sciences: 23 redundancies

- School of Education: 11

- School of Social Sciences: 12
- Team by team breakdown: Secondary ITE (4), Childhood & Edu (7) (combo of Early Childhood and Edu Studies), Social Sciences (9) (combo of Sociology and Cultural Studies and Inclusion and SEN) and Social Care - Community Health (3)

Faculty of Human & Digital Sciences: 5 redundancies

- School of Computer Science and the Environment: 1
- School of Health and Sports Sciences: 4
- Team by team breakdown: Geography and Environmental Science (1), Health Sciences (3), Sports and Exercise Science (1)

Faculty of Creative Arts & Humanities: 11 redundancies

- School of Humanities: 6
- School of Creative & Performing Arts: 5
- Team by team breakdown: English - English Language (2), Theology, Philosophy and Religious Studies - Theology and Religious Studies (4), Media Arts – TV, Film and Radio (1), Performing Arts - Drama and Performance Studies (1), Visual Arts – Fashion and Design (2), Music – Music Performance (1).

No redundancies were announced in the Faculty of Business, Law and Criminology.

4. The proposed method of selecting the employees who may be dismissed

A redundancy selection criteria matrix was shared with our UCU branch on 12 June.

5. The proposed method of carrying out the dismissal, with due regard to any agreed procedure, including the period over which the dismissals are to take effect

LHU has not communicated this information to UCU yet.

6. The proposed method of calculating the amount of any redundancy pay

The amount of the statutory redundancy payment is calculated on the basis of the employee's age, length of service and weekly pay in the following way:

- One and a half week's pay for each complete year of service after age 41
- One week's pay for each complete year of service between ages 22 and 40

- Half a week's pay for each complete year of service under the age of 22

The amount of a "week's pay" is subject to a statutory limit (currently £719).

The Broader Context: The Past 1.5 Years at LHU

We would like to emphasise that the proposed redundancies are only the latest in a series of relentless attacks against our academic community at LHU. The past 1.5 years at LHU have been very difficult, as management has made a number of misguided decisions that have depleted our workforce and demoralised our community in significant ways.

Voluntary Severance Scheme

The first sign that LHU was struggling to effectively manage its finances and to adequately cater for its community became clear on the 22nd of November 2023, when the University launched a Voluntary Severance (VS) scheme. LHU cited significant drops in student intake for 2023 that resulted in a substantial deficit for that academic year as a justification. The VS scheme was designed to address the deficit by making savings in excess of £1mil from the staffing budget over a 2-year period in order to avoid compulsory redundancies in the future. The University's dedicated VS scheme webpage (now no longer available) explicitly outlined the following as one of its core 'Principles': "*The Severance Scheme seeks in line with Hope's values to minimise any potential need to make redundancies at a later point in time*". It appears that LHU has failed to live up to its values since the end of 2023, as demonstrated by recent announcements about potential redundancies. When management at LHU treats staff as disposable, they betray the values they claim to uphold.

Course Closures

In the last week of May 2024, our community learned that LHU had decided, without any prior consultation with UCU, to close multiple courses across the University, starting with Social Policy, then two course closures in English. The rationale provided for this decision was that the courses were either underrecruiting or not delivering good 'student experience', despite the fact that some of the courses targeted by the University, like Social Policy, had overwhelmingly positive NSS results. Course closures do not merely 'trim' a university's teaching provision: they diminish opportunity, especially in the arts, humanities, and social sciences where critical thinking and civic engagement are nurtured.

Deferral of Promotions

On the 6th of June 2024, LHU announced its decision to defer promotions from Lecturer to Senior Lecturer. Once again, the University cited its finances and student registrations as a

catalyst for this decision. The deferral of promotions sent a clear and dispiriting message to us all: that our hard work and commitment will not be recognised. It was partly due to pressure from our UCU branch that the launch of a new promotion framework was announced earlier this year.

Deletion of Course Combinations

In August 2024, LHU announced the deletion of various course combinations. We were initially told that only combinations "with zero or minimal applications over the previous 3 years" were removed from the portfolio but our UCU members were quick to point out that courses which had definitely recruited over the last 3 years had been removed from the University and UCAS websites. Again, it was thanks to UCU that management at LHU realised that the data had to be re-analysed: "a useful exercise", in the words of the Deputy Vice-Chancellor Penny Haughan, because it helped management realise that they had left out new students entering the University for that academic year from their calculations. Thanks to the efforts of our UCU branch, 100 courses were re-released on UCAS in October 2024.

Redundancies Are Not the Solution

The VS scheme. Course closures. Promotion deferral. Deletion of course combinations. Redundancies. These have been some of the University's highlights for the past 1.5 years. Taken together, these actions represent a sustained and escalating attack on the livelihoods of dedicated staff at LHU and the integrity of the country's HE sector as a whole. None of these 'solutions' have made or will ever make LHU financially sustainable in the long-term. These are short-sighted and unjust initiatives that have eroded and will continue to erode the trust and morale of the very people who have committed their lives and careers to the mission of LHU: to inspire and support students from all walks of life and, crucially, to educate students in the round - i.e., to show them that learning is a quest for *truth, honesty, and goodness*.

Redundancies may save some money in the short-term but universities around the country are consistently and repeatedly underestimating their externalities. Redundancies negatively impact i) staff morale and wellbeing, ii) students and their learning experience, iii) institutional resources and management's capacity to navigate challenges, and iv) institutional reputation.

i) Impact on Staff Morale and Wellbeing

- Kill morale
- Lower trust in the institution
- Ruin relationships
- Fracture the academic community

- Undermine collegiality
- Make staff want to leave/quit
- Make staff feel disposable and undervalued
- Disincentivise institutional/corporate citizenship
- Trigger and exacerbate mental health problems and crises
- Undermine REF and TEF efforts
- Reduce productivity

ii) Students and Their Learning Experience

- Anger and distract students
- Devalue pedagogy
- Degrade the student experience
- Reduce course offerings and curricular flexibility
- Break continuity of supervision and mentorship
- Weaken interdisciplinary T&L
- Increase SSRs and class sizes
- Undermine learning conditions by corroding working conditions

iii) Institutional Resources and Management

- Consume precious university resources
- Redirect management attention away from academic priorities
- Waste Deans' and HR's time and energy
- Create uncertainty and hamper long-term, sustainable planning
- Destabilise departments/faculties
- Force UCU Reps to focus on union activities instead of advancing institutional goals
- Increase union density and empower unions to engage in obstructionism
- Risk disruptions and industrial action

iv) Institutional Reputation

- Draw media attention
- Put VC and senior management in a bad light
- Undercut the university's civic role and public mission
- Undermine the university's institutional vision
- Provoke national scrutiny
- Contribute to loss of confidence in the HE sector
- Alienate external partners, like External Examiners and potential collaborators
- Damage student recruitment and retention by projecting instability

Failure to Agree and Ballot

On Thursday 15 May, UCU issued a 'Failure to Agree' notice to LHU in relation to the redundancies:

- Failure to guarantee no compulsory redundancies
- Failure to confirm an enhanced voluntary redundancy payment method

On Friday 23 May, UCU officially entered into an industrial dispute with LHU. On the same day, UCU received the following response from the VC:

We are committed to engaging in the collective consultation process with UCU, and individually with colleagues where appropriate, with the objective of avoiding any compulsory redundancies. This is our priority and should be the foundation to the consultation. We welcome all representations from you on behalf of your members to achieve this objective.

My understanding is that we have already presented UCU with a proposed enhanced voluntary redundancy payment scheme.

We are not in a position to offer 'guarantees' in a process that is dynamic and subject to consultation. However, your members have our assurance we will do all we reasonably can to avoid any compulsory redundancies, and very much hope this can be achieved.

Our UCU Branch is fully determined to do everything within our powers to prevent compulsory redundancies. We are now balloting members (through a consultative ballot) to test appetite for industrial action and we are carefully examining the terms of the Voluntary Redundancy scheme offered by LHU.

Voluntary Redundancy (VR) Scheme

VR was put on the table during consultations. The original terms of the VR scheme are:

- *Rationale:* to mitigate against the possibility of compulsory redundancies
- *Scope:* available to all employees in areas affected by the potential redundancies
- *Further Eligibility Requirements:* minimum 2 years of continuous service
- *Terms:* current gross weekly pay (with £719 cap lifted), max 20 years of service (on top of this, LHU will enhance the above payment by a multiplier of 1.4)

Slightly more favourable VR terms were offered more recently and are currently under review.

Financial Considerations

1. Deficit as Key Rationale behind the Redundancies at LHU

Liverpool Hope University (LHU) claims that the proposed 39 redundancies are motivated by financial hardship and that the redundancies are intended to address the University's operating deficit. While we are aware that the HE funding model is broken and that the sector is in the midst of a funding crisis, we do not believe that redundancies are the appropriate way to address the deficit. Nor do we concede that staff costs are responsible for the deficit in the first place.

We were formally notified of the University's intention to propose redundancies for the first time during our UCU meeting with the VC on 7 May. On that occasion, the VC informed us that the decision to announce redundancies was precipitated by the University's financial situation, i.e., its deficit.

Similarly, the Section 188 notice received by our UCU Branch on 13 May states:

As you will be aware, and like many others in the HE sector, the environment in which we are operating continues to be economically challenging. The University is currently forecasting a year end deficit in excess of £2m for 2024/25 even after initiatives to grow income and reduce non-staff costs that have amounted to savings in excess of £550k.

The University's dedicated Potential Redundancies webpage (available [here](#)) states:

Liverpool Hope is facing a deficit in excess of £2 million for 2024/25. This follows an operational deficit in excess of £1.2 million in the previous year (without the positive adjustment for FRS102)...it is anticipated that the deficit position will become greater during 2025/26...We anticipate the majority of income generating initiatives we are progressing currently will not have significant financial impact until the academic year 2026/27. Within this context the University is anticipating a larger deficit for 2025/26 if no action is taken (see Potential Redundancies - School Proposals).

The University's dedicated Q&A (for students) page (available [here](#)) states:

The higher education sector has been facing financial challenges over recent years as large numbers of universities are facing a decline in student numbers, with the demand for some subjects significantly impacted. This has led to universities taking difficult decisions; 96 UK universities had reported as looking at voluntary or compulsory redundancies, restructures and other interventions on 3 May 2025. Liverpool Hope unfortunately finds itself facing these same issues.

In short, the University's official position is that redundancies must be considered because, just like many other universities across the country, LHU is in financial trouble, and the proposed redundancies will help the University address its deficit. This was made abundantly clear during

our second consultation meeting on 22 of May. On that occasion, management told us quite openly that:

- *It is the operational deficit that matters; and that*
- *Three years in a row of operational deficit is not sustainable*

We would like to remind UCU members at LHM that the University's own Financial Statements 2023-24 (p.19) (available [here](#)) acknowledge that:

- *"A deficit indicator should not, on its own, be used to judge longer-term sustainability"*

The Financial Statements 2022-2023 (p.7) (available [here](#)) similarly acknowledge that:

- *"The OfS has stated that taken alone, surpluses or deficits are not necessarily a clear indicator of financial viability or sustainability as they can be distorted by accounting treatments...the OfS suggests net operating cashflow is a better indicator of a providers underlying financial performance"*
- *"The cash generated by the University during the year was £4,565,327 (2021/22 £11,529,540) and it is encouraging to see that additional cash is being generated year on year. This demonstrates the strength of the underlying financial position"*

We also need to point out that, relative to the sector, LHM has healthy cash reserves and the University's latest Directors Report (p.28 of the Financial Statements 2023-24) states:

The University has prepared a financial model and cash flow forecasts for a period up to July 2026 which takes account of severe but plausible scenarios. After reviewing the assumptions underpinning these forecasts, the Council is of the opinion that the University will have sufficient funds to meet their liabilities as they fall due, over the period of 12 months from the date of approval of the financial statements (the going concern assessment period). The financial planning model has used a series of pessimistic but not unrealistic assumptions to demonstrate going concern, reduction in recruitment, inflationary increases in relation to staffing and general inflation, Utility costs. Even on this basis, liquidity levels are forecast to remain strong despite funding the committed capital programme from cash reserves. Consequently, the Council is confident that the University will have sufficient funds to continue to meet their liabilities as they fall due for at least 12 months from the date of approval of the financial statements and therefore have prepared the financial statements on a going concern basis.

Why does the University face a deficit of £2.2mil? A large organisation's financial data and operations are difficult to interpret and navigate but it is quite clear, based on publicly available facts and figures and recent financial data provided by management, that raising staffing costs are only one piece of the puzzle.

In order to see why, we need to look at some key financial indicators.

2. Overview of Staff Costs at LHU

The University's Facts & Figures for 2020-21 (available [here](#)), 2021-22 (available [here](#)), and 2022-23 (available [here](#)) clearly show that staff costs remained relatively stable between 2020 and 2023:

Key Facts about Staff Costs, 2020-2021

- £33 million was spent on staff costs
- 65% of the staff costs relate to academic staff (to support SSR of 1:17.8)

Key Facts about Staff Costs, 2021-2022

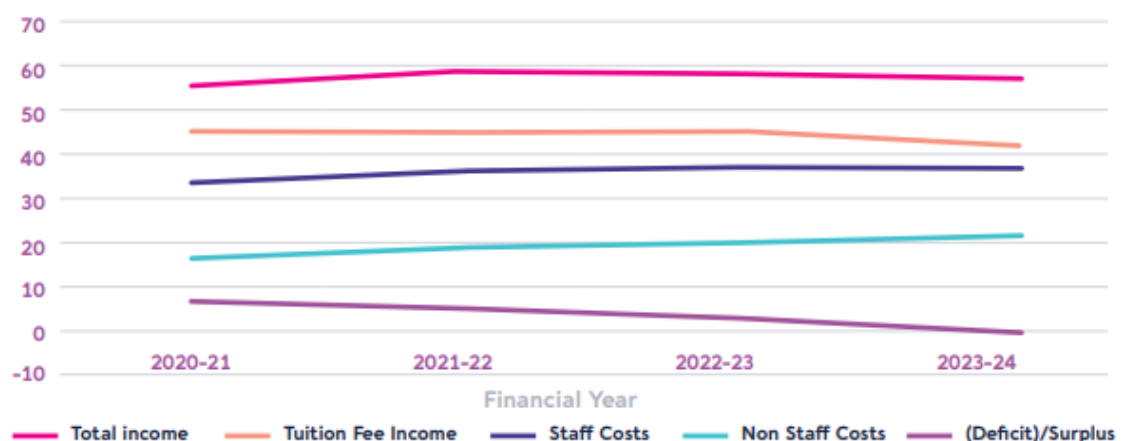
- £36 million was spent on staff costs
- 67% of the staff costs relate to academic staff (SSR 1:15.9)

Key Facts about Staff Costs, 2022-2023

- £36 million was spent on staff costs
- 63% of the staff costs relate to academic staff (SSR 1:15)

Staff costs for the 2023-2024 financial year are almost identical to the previous financial year (£36,468,544 in 2024 compared to £36,452,253 in 2023). The table below (p.20 of latest Financial Statements) shows staff costs for the period 2020-2024:

Financial Results over a 4 year period



On the other hand, the latest financial data provided by the University for the year 2024-25 do show a slight increase in staff costs:

- As of January 2025, staff costs were estimated at £37,577,000
- The March 2025 reforecast estimated staff costs at £38,042,767
- Projections for 2025-26 estimate staff costs to be £38,738,135

3. Recent Increases in Staff Costs Can't Be Blamed for Consecutive Years of Deficit

We acknowledge that the University has the right to keep an eye on rising staff costs, but we must point out that recent increases in staff costs are marginal compared to other areas of spending over the past few years. Investment in capital developments at LHU, for example, skyrocketed over the period 2020-2024:

- During the year 2020/21, the University invested in its buildings, equipment and infrastructure with spend of £3.7million
- During the year 2021/22, the University invested in its buildings, equipment and infrastructure with spend of £6.9million
- During the year 2022/23, the University invested in its buildings, equipment and infrastructure with spend of £14.5million
- During the year 2023/24, the University invested in its buildings, equipment and infrastructure with spend of £8.4million

Now compare and contrast these figures with changes in expenditure for academic salaries *only* over the same period (see [Salaries and Wages: Academic Staff](#) at LHU, according to HESA):

- 2020-21: £13,043,000
- 2021-22: £14,312,000
- 2022-23: £15,164,000
- 2023-24: £15,611,000

[Staff costs as a % of total income](#) for the period 2020-2024 are as follows:

- 2020-21: 60.3%
- 2021-22: 62.7%
- 2022-23: 62.6%
- 2023-24: 64%

So, while we are aware that LHU's 'Cash at bank' position went down from £19,100,566 in 2023 to £12,154,694 in 2024 (with a negative cash flow of £6,945,873) (p.71 of latest Financial Statements), this was largely due to spending by senior management on 'buildings, equipment and infrastructure' and not because of excessive staffing costs – and definitely not because of rising academic staff costs. In other words, if we follow the HESA's methodology to calculate consolidated statements of cash flow (available [here](#)), then last year's deficit was largely due

to 'Payments made to acquire tangible assets', which amounted to £8,461,000 in the financial year ending in July 2024. This is important, in our view, because management is trying to convince us that 'consecutive years of deficit' are not sustainable when, in point of fact, it is hard to see why recent increases in staff costs should be blamed for LHU's operational deficit. Management's response to our analysis of capital expenditure offers some context. We have been told that a % of the payments made to acquire tangible assets between 2020 and 2024 was 'grant funded':

- 2020-21: of £3.7mil, £410k was grant funded
- 2021-22: of £6.9mil, £1.69mil was grant funded
- 2022-23: of £14.5mil, £235k was grant funded
- 2023-24: of £8.4mil, £440k was grant funded

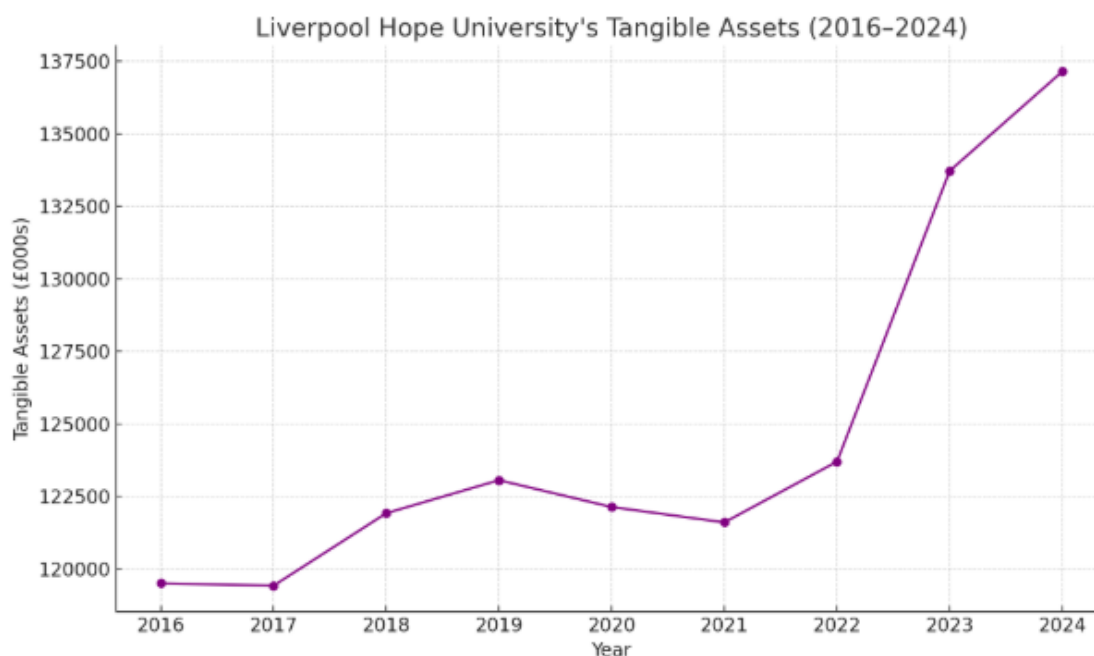
This means that out of £33.6mil invested by LHU in buildings, equipment and infrastructure between 2020 and 2024, £2.78mil (or 8.27%) was grant funded. OK, but what about the remaining £30.8mil? That \$ came out of LHU's cash reserves. That was \$ that management could have used to create an emergency fund, to make our cash reserves even healthier and to prepare for possible shortfalls and deficits in the future, and to make the institution more financially sustainable and resilient. Instead, LHU prioritised capital developments and investments in tangible assets:

- Demolishing the perfectly functional building with three lecture theatres at Hope Park just to replace it with the i3 building – "a flagship Learning and Teaching building which has a budget of £13.5 million...fully paid for from cash reserves" – but hey, at least we now have a Virtual Reality (VR) room!
- £9mil to purchase the freehold of a student accommodation residence in 2022-23
- The restoration of the Hermitage and Cloisters listed buildings at the Aigburth campus in 2021-22 (£2.2mil)
- The refurbishment of an existing building at Hope Park to repurpose as a dedicated building for the Geography department in 2021-22 (£720k)
- Purchasing the 2 Islington Square building (Creative Campus) in February of 2020 for £435k, a building that, to this day, has never – not even once – been used by a single member of staff because it is unstable

Is this reasonable and prudent spending for a University? LHU claims that "the new facilities improve the student experience by providing access to a range of different learning and teaching environments" (latest Financial Statements, p.17), but the truth is that LHU now has more tangible assets than it needs to fulfil its educational mission, while management plans to dismiss its only real asset: *us*, academics.

When we asked management whether LHU would be prepared to liquidate some of its assets to deal with next year's projected deficit, our suggestion met with deafening silence. The reason for that is simple: LHU is *not* a business corporation but an educational institution, a

registered charity, and a company limited by guarantee. What this means in practice is that the University should operate as a non-profit organisation that ought to reinvest any surplus income in the organisation's mission. Last time we checked, LHU's mission was *not* to become a real estate empire.



4. Organisational Priorities and the Logic of Disposability

The truth is that any large organisation allocates resources in a way that is consistent with its organisational goals, strategic plans, and overarching mission, and spending tends to reflect that.

At the first consultation meeting on 15 May, we were informed that LHU is planning to spend the following \$ on buildings over the summer of 2025:

- £60,000 on minor works at Creative Campus
- £250,000 on Plas Caerdeon rewire and upgrades
- £450,000 on decarbonisation of various buildings
- £500,000 on 2 Islington Square stabilisation

Crucially, we have been explicitly told that some of these costs are *unavoidable*, i.e., we *must* spend £500k on the stabilisation of 2 Islington Square because the building is at risk of collapsing. While this may sound like a rational thing to say, it follows an organisational *logic of disposability*: when it comes to buildings, we must find the \$ but, when it comes to academic staff, we can cut corners. *Buildings are assets. Academic staff are disposable.*

Ultimately, redundancies at LHU are a choice.

The University's total expenditure for 2024-25 is currently estimated at £59.4mil and its total income at £57.1mil. The notion that this small financial discrepancy can be addressed through 39 redundancies reflects the University's current strategic priorities rather than an axiomatic economic calculation. A quick glance at the Higher Education Statistics Agency's (HESA) publicly available data shows why this is the case.

5. HESA Data

Balance sheets

Balance sheets give a statement of the assets, liabilities, and capital of each HE provider. They provide a snapshot of each HE provider's financial position at the end of their financial year. For publicly funded HE providers, this is 31 July.

LHU's Consolidated balance sheet

Tangible assets (in £)

- 2019-20: 122,135,000
- 2020-21: 121,604,000
- 2021-22: 123,700,000
- 2022-23: 133,719,000
- 2023-24: 137,147,000

Total Current Assets (in £) (Debtors + Cash at bank + In hand Investments)

- 2019-20: 25,670,000
- 2020-21: 36,262,000
- 2021-22: 40,937,000
- 2022-23: 31,165,000
- 2023-24: 23,721,000

Cash flows

Cash flow statements show how changes in balance sheet accounts and income affect cash and cash equivalents. Cash flow statements are concerned with the flow of cash in and out of the HE provider.

LHU's Consolidated statement of cash flows

Payments made to acquire tangible assets (in £)

- 2019-20: 2,865,000
- 2020-21: 3,740,000
- 2021-22: 6,918,000
- 2022-23: 14,551,000
- 2023-24: 8,461,000

Cash and cash equivalent at the end of the year (in £)

- 2019-20: 7,699,000
- 2020-21: 25,048,000
- 2021-22: 16,269,000
- 2022-23: 19,100,000
- 2023-24: 12,155,000
- LHU's 'Cash position' at end March 2025 was estimated at £14.7m
- LHU's 'Cash position' forecast at end of financial year is c. £17m

Surplus/(deficit) for the year before tax (in £)

Surplus refers to the excess of income over expenditure of a provider and Deficit occurs when a provider's expenditure exceeds its income

- 2019-2020: 3,569,000
- 2020-2021: 5,965,000
- 2021-22: 3,873,000
- 2022-2023: 2,309,000
- 2023-24: (624,000)

Surplus/(deficit) as a % of total income

- 2019-2020: 6.1
- 2020-2021: 10.8
- 2021-22: 5.9
- 2022-2023: 4.0
- 2023-24: (1.1)

Net Liquidity Days (past 10 years)

This is a view of how sustainable the provider would be when using the current cash or borrowings available. It is not an overall health of the provider or how many days a provider could sustain in current conditions, as there are many factors such as long-term income to account for.

- 2015-2016: 95 days
- 2016-2017: 122 days
- 2017-2018: 131 days
- 2018-2019: 148 days
- 2019-2020: 198 days
- 2020-2021: 282 days
- 2021-22: 286 days
- 2022-2023: 206 days
- 2023-24: 150 days
- 2024-25 (based on March forecast): 144 days
- 2024-25 (based on forecast for end of financial year): 129 days

Are we supposed to believe that an organisation with these financial resources has no choice but to make 39 academic staff redundant? We do not believe that to be the case.

6. Staff Costs for Key Management Personnel

It is also worth noting that the VC took home £123,900 in pay for her service to the University between 1 March 2023 and 31 July 2023 alone, and £313,367 in the 2023-24 financial year (£250,000 salary + £63,367 pension). According to last year's Financial Statements, 8 senior managers at LHU made over £100,000 in 2023-24 (compared to 7 in 2022-23):

- 3x senior managers making between £100,000 - £104,999
- 2x senior managers making between £110,000 - £114,999
- 1x senior managers making between £135,000 - £139,999
- 1x senior managers making between £150,000 - £154,999
- 1x senior managers making between £250,000 - £254,999

Overall, LHU spent over £1mil on Key Management Personnel in 2023-2024 (£1,071,838). Next year's figures are as follows:

- 3x senior managers making between £105,000 - £109,999
- 2x senior managers making between £110,000 - £114,999
- 1x senior managers making between £135,000 - £139,999
- 1x senior managers making between £150,000 - £154,999
- 1x senior managers making between £250,000 - £254,999

The total remuneration of Key Management Personnel from 2020 to the current financial year (inclusive of the £1,07mil for 2024-2025) amounts to £7,524,312. At the same time, according to *The Guardian's* [UK Universities 2025 Rankings](#), LHU is presently the university in England with the lowest 'Spend per student' figures (i.e. money spent on each student, excluding academic staff costs).

Is it hyperbole, then, to say that *there is no money for students and academic staff, but there is plenty of money for buildings and senior management's salaries*, or is it simply a statement of fact?

In solidarity,

Hope UCU Committee



<https://www.ucu.org.uk/>

<https://liverpoolhopeucu.github.io/home/>