



HARTPURY
UNIVERSITY
AND COLLEGE



Gender Pay Report
Published March 2024

Introduction

Gender pay gap reporting requires employers to publish statutory calculations every year showing the pay gap between male and female employees. This is our **seventh** gender pay gap report, setting out the difference in the average pay between men and women at Hartpury, a positive percentage means that male pay is higher. Our statistics show we had a mean gender pay gap of **4.34%** and a median pay gap of **3.21%**. The mean gender pay gap is lower than the national average for full time employees, which is 7.7% (CIPD, 2023). Among all employees, the gender pay gap for 2023 was 14.3% (CIPD 2023) which is significantly higher than our gender pay gap.

What is Gender Pay?

Gender pay gap differs from equal pay. Hartpury has undertaken Equal Pay Audits which have demonstrated there are no significant gaps.

Whilst equal pay deals with the differences between men and women who carry out the same jobs, similar jobs or work of equal value, gender pay gap shows the differences in the average pay between men and women.

Our Gender Pay Gap 2023

The mean hourly rate of pay for all male full-pay relevant employees is £17.14. The mean hourly rate of pay for all female full-pay relevant employees is £16.40. The median hourly rate of pay for all male full-pay relevant employees is £14.42. The median hourly rate of pay for all female full-pay relevant employees is £13.92.

Mean Gender Pay Gap	4.34%
Median Gender Pay Gap	3.21%

Our mean pay gap last year was 4.90% which means this has decreased by 0.56 percentage points. Last year the median pay gap was 9.33% which means this has decreased by 6.12 percentage points. It is promising that the gender pay gap has narrowed this year compared to last year and we have met our median pay gap KPI of 11%. We are continually reviewing pay and in conjunction with our equal pay audit will strive for parity.

In the case of this data, the mean is not as reliable as the median, as the mean is skewed due to outliers at the higher and lower ends of the hourly rates. The median provides the middle value when ordered from highest to lowest, therefore being a better measure of central tendency.

Our Bonus Pay Gap 2023

Mean Bonus Gender Pay Gap	2.28%
Median Bonus Gender Pay Gap	-20.00%

The bonus gender pay gap includes any recognition payment made by an organisation. For Hartpury, this is our long service awards as we do not pay any other bonus payments. There are 21 females who received long service awards and 16 males who received long service awards. As a result of this, the mean bonus payment for females is £140.48 and the mean bonus payment for males is £143.75. The median bonus payment for females is £150 and the median bonus payment for males is £125.

The proportion of employees who receive a bonus are as follows:

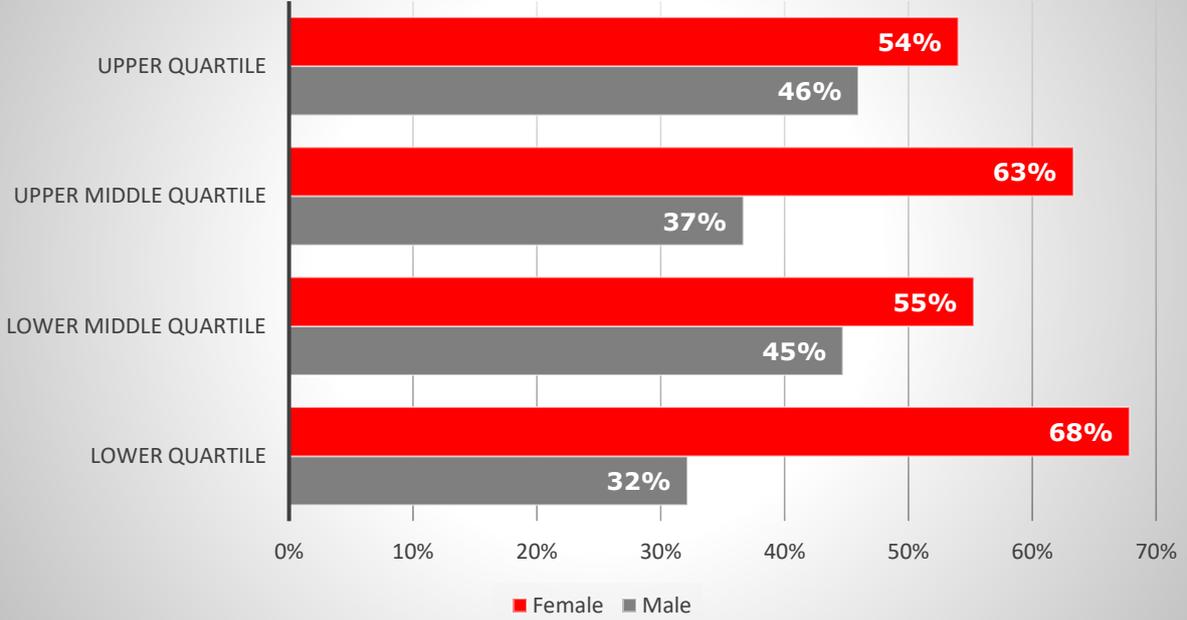
Male	Female
5.05%	4.39%

Quartiles

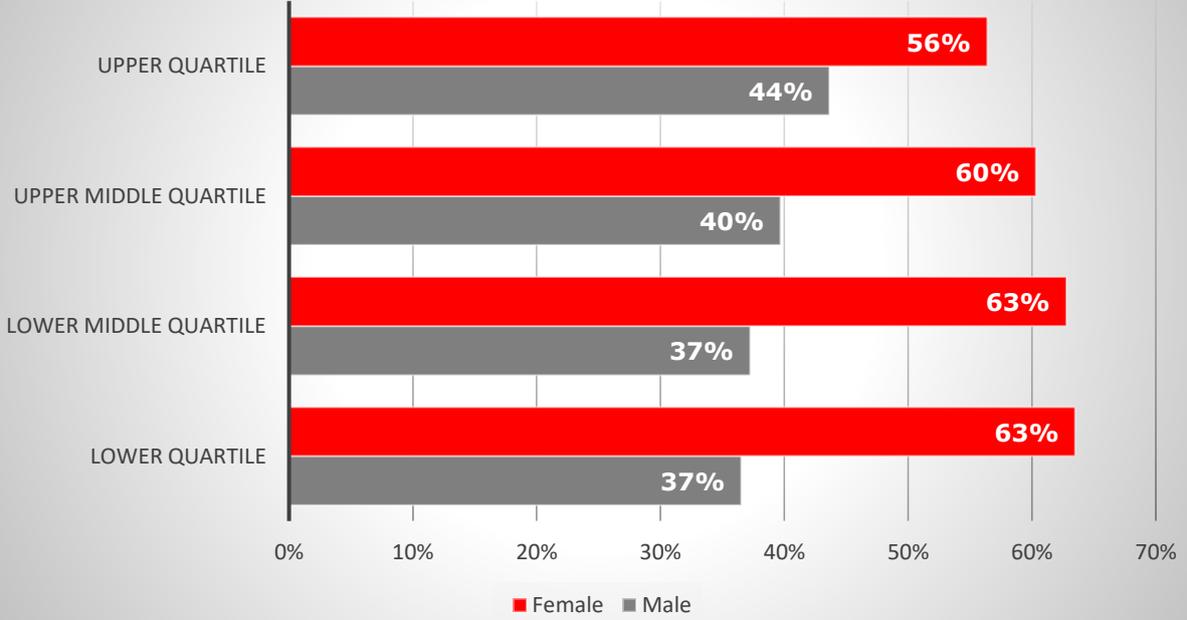
In line with the regulations, employers need to report on the proportion of male and female employees in each of four pay quartiles, where the Lower Quartile represents lowest salaries and the Upper Quartile represents the highest salaries. As shown by the graphs there has been a slight increase of females in the upper middle quartile and a decrease of females in the lower middle quartile.

The proportions of males/females in each quartile pay band is as follows:

Gender Pay Split Per Quartile 2023



Gender Pay Split Per Quartile 2022



Our Strategic Focus

STRATEGIC FOCUS

Diversity, Inclusivity, Wellbeing and Positive Engagement



A key strand of Hartpury's Mission is to ensure that Hartpury provides an inclusive learning and working environment for its students and staff so that all develop to their full potential. To embrace Hartpury's vision of equity and access, we want to ensure that equality, diversity and inclusivity is an integral part of Hartpury's practices and is embedded in all that we do. We have strived to build an enabling environment free from prejudice, discrimination and harassment by supporting the diverse and cultural needs of staff and students. We are committed to training all staff to ensure that they are aware of their equality and diversity obligations. We aim to create a workplace where our people can be themselves and feel supported and happy, so they can perform at their best. The wellbeing of our staff is an integral part of our culture, and we employ a number of preventative and reactive support mechanisms. We want to take a proactive approach so our employees prioritize their own wellbeing, and support those around them in doing the same, to prevent issues from arising.

Key Themes 2023/24

- Conduct Govox wellbeing check-ins to understand staff wellbeing levels at regular intervals during the academic year and utilise feedback to inform and deliver staff wellbeing sessions.
- Implement the Mental Health First Aiders policy and recruit and train staff to be Mental Health First Aiders to provide an additional mechanism to support staff.
- Develop a training matrix related to wellbeing/mental health intervention for key staff groups and provide an annual programme of training to support this.
- Provide wellbeing sessions for new starters as part of the annual programme of events and include this as part of the staff welcome email.
- Further support the Inclusivity and Wellbeing annual calendar providing staff input to each of the monthly published themes.
- Successfully implement Professional Services Salary scales and review impact of this during the next academic year particularly in relation to recruitment and retention.
- Continue to utilise the annual pay award (including the additional FE funding for enhanced pay awards) creatively to enable the progression of our journey towards the real living wage and to address anomalies and lower salaries.

- Following the benefits package review, we will promote the package to staff and monitor engagement through the adopted platform.
- Continue to support the development of an agile organisation and ways of working including hybrid working.
- With a focus on the impact of cost-of-living pressures, ensure all support mechanisms are fully accessible to staff and research any additional measures that could be adopted as part of our total reward package.
- Work with the Director of Sustainability, to ensure we have a range of sustainable benefits in place.

Diversity, Inclusivity, Wellbeing and Positive Engagement

Ensure equality, diversity and inclusivity is embedded in key policies and plans.

We will continue to be transparent about our salary scales and the pay limits for each role.

We will ensure our pay is displayed in all our recruitment adverts so candidates are aware of the expectations and reduce the likelihood of pay inequality.

We have introduced salary scales for our Professional Services staff.

We will utilise the annual cost of living award to continue our journey towards the Real Living Wage and support further changes to salary anomalies.

Develop an inclusive and enabling environment that promotes tolerance, acceptance and freedom from discrimination at work and in all that we do.

We will utilise our HRIS including surveys to new starters to gain more detailed feedback regarding the recruitment and on boarding journey.

We continue to analyse and publish transparent and clear data regarding our staff under the protected characteristics and review this at our Equality, Diversity and Inclusivity Forums.

We will conduct an equal pay audit on an annual basis to review current salaries and benchmark this more effectively against HESA data for categories of staff.

Raise the profile of equality, diversity and wellbeing through delivery of initiatives and events during the academic calendar.

We will ensure all staff are aware of our promotion, pay and reward processes to help reduce pay inequalities.

All staff receive equality and diversity training when they start employment and refresher training is provided every two years. This further minimises discrimination and inappropriate behaviour in the workplace.

We will support the Hartpury EDI Celebration week held in January 2024

Promote a healthy workplace and work-life balance

We will continue to offer, promote and publish the full range of flexible working opportunities to staff and as part of recruitment campaigns to raise awareness.

Support managers to further improve consistency of access to flexible working opportunities, monitor this through staff perception surveys and other reporting mechanisms.

We will continue to conduct surveys to understand staff perceptions and make comparisons with the previous surveys.

I, Lesley Worsfold, Deputy Principal (Resources) confirm that the information in this statement is accurate.



March 2024