



**HARTPURY**  
UNIVERSITY  
AND COLLEGE



**Gender Pay Report**  
**Published March 2023**

## 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 **sixth** gender pay gap report, setting out the difference in the average pay between men and women at Hartpury. Our statistics show we had a mean gender pay gap of **4.90%** and a median pay gap of **9.33%**. The median gender pay gap is slightly higher than the UK's national average for full-time employees, which is **8.3%**, but considerably less than the average for all employees, which is **14.9%** (Office for National Statistics, 2022).

## 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 2022

The mean hourly rate of pay for all male full-pay relevant employees is £16.32. The mean hourly rate of pay for all female full-pay relevant employees is £15.52. The median hourly rate of pay for all male full-pay relevant employees is £14.58. The median hourly rate of pay for all female full-pay relevant employees is £13.22.

Mean Gender Pay Gap	<b>4.90%</b>
Median Gender Pay Gap	<b>9.33%</b>

Our mean pay gap last year was 6.65% which means this has decreased by 1.75 percentage points. Last year the median pay gap was 11.54% which means this has decreased by 2.21 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 2022

Mean Bonus Gender Pay Gap	<b>-4.07%</b>
Median Bonus Gender Pay Gap	<b>-20.00%</b>

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 29 females who received long service awards and 12 males who received long service awards. As a result of this, the mean bonus payment for females is £143.10 and the mean bonus payment for males is £137.5. 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:

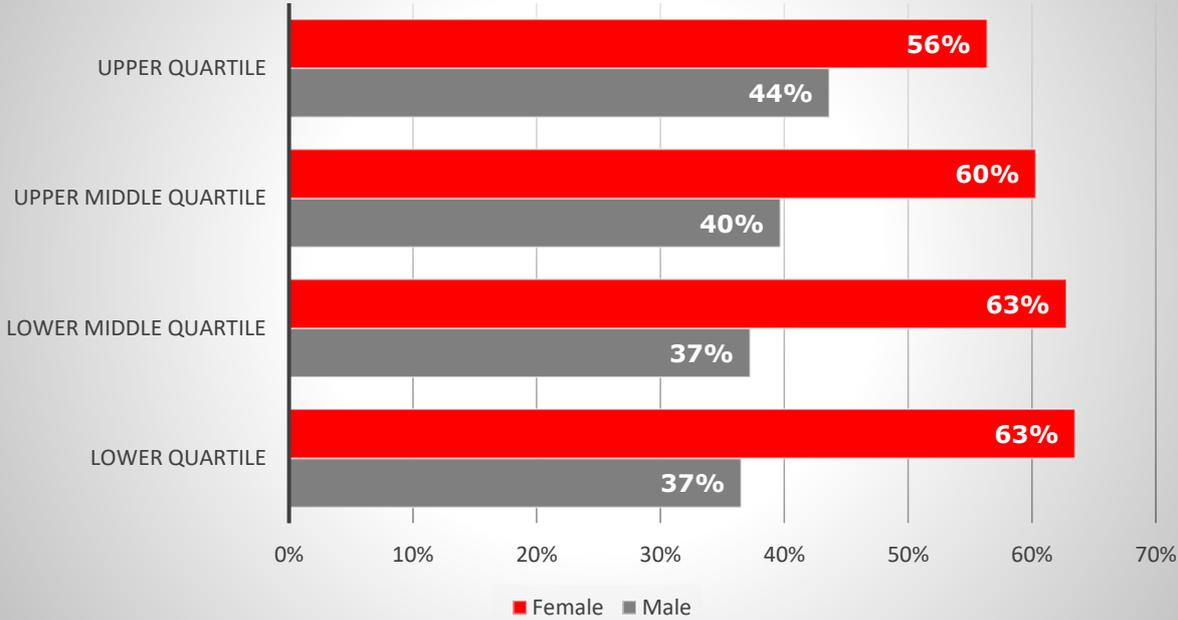
<b>Male</b>	<b>Female</b>
<b>4.05%</b>	<b>6.33%</b>

## Quartiles

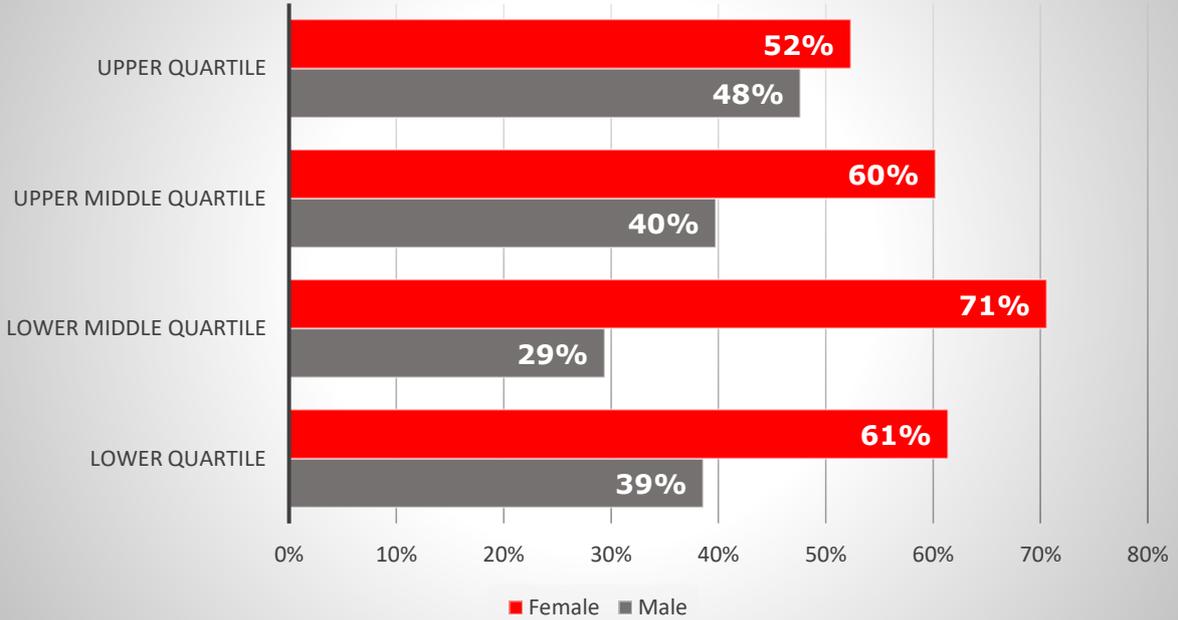
In line with the regulations, employers need to report on the proportion of male and female employees in each of four pay quartiles, where the Lower Quartile represents lowest salaries and the Upper Quartile represents the highest salaries. As shown by the graphs there has been a slight increase in the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

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

### Gender Pay Split Per Quartile 2022



### Gender Pay Split Per Quartile 2021



## 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 and diversity 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. Under the Equality Act 2010, Hartpury has a general duty to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share a relevant characteristic and persons who do not. The promotion of well-being can have benefits for both employees and the organisation in the form of increased commitment and job satisfaction, improved morale, staff retention, improved performance and productivity and reduced staff absence and cost. Promoting employee engagement enables staff to understand the aims and objectives of the organisation, sign up to and support them, and contribute to the achievement of Hartpury's objectives.

#### Key Improvements from 2021/2022

- The Marketing team, working collaboratively with EDI forum members, developed a EDI webpage on the Hartpury website to raise awareness of our commitment to EDI particularly aimed at student and staff applicants as well as parents/carers. We continue to review our recruitment and selection process in line with the challenges we face. We have introduced an employee recruitment referral system.
- A budget proposal was provided to SMT and the HE salary restructure, including job descriptions, were agreed. New job descriptions and single spine point salary scales have now been implemented.
- Due to budget constraints, we were unable to implement the Real Living Wage this year. With our lowest salaries equal to the National Living Wage, however, work was undertaken to address some anomalies, particularly within Professional Services.
- We conducted an EDI staff survey in January 2022 as part of our cross-institution EDI Celebration week and the results were shared with the Executive team and EDI Forum.

- Working with the Race Equity taskforce, we have amended our job adverts to enhance our commitment to EDI. We also provide Race Equality sessions throughout the year for new starters.
- We achieved the Inclusivity Works Employer Award.

### Key themes for 2022/2023

<b>Diversity, Inclusivity, Wellbeing and Positive Engagement</b>	
<p>Ensure equality, diversity and inclusivity is embedded in key policies and plans.</p>	<p>We will continue to be transparent about our salary scales and the pay limits for each role.</p> <p>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.</p> <p>Following changes to HE salary structures, our focus will now be on Professional Services salary structures.</p> <p>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.</p>
<p>Develop an inclusive and enabling environment that promotes tolerance, acceptance and freedom from discrimination at work and in all that we do.</p>	<p>We will utilise our HRIS including surveys to new starters to gain more detailed feedback regarding the recruitment and on boarding journey.</p> <p>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.</p> <p>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.</p>
<p>Raise the profile of equality, diversity and wellbeing through delivery of initiatives and events during the academic calendar.</p>	<p>We will ensure all staff are aware of our promotion, pay and reward processes to help reduce pay inequalities.</p> <p>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.</p> <p>We will Work with the Race Equity Taskgroup on key EDI initiatives including raising further awareness through celebration weeks and further development of the Hartpury web pages.</p> <p>We will support the Hartpury EDI Celebration week held in February 2023</p>

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 mini 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.

A handwritten signature in black ink, appearing to read 'L Worsfold', with a long, sweeping flourish extending to the right.

March 2023