



**HARTPURY**

**Our Gender Pay Report  
Published September 2021**

## 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 fourth 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 5.4% and a median pay gap of 11.3%. This is still less than the UK's national averages for 2020 (Office of Statistics) at 7.4% gender pay gap for full-time employees rising to 15.5% for all employees.

## 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 2020

The mean hourly rate of pay for all male full-pay relevant employees is £15.54. The mean hourly rate of pay for all female full-pay relevant employees is £14.69. The median hourly rate of pay for all male full-pay relevant employees is £14.24. The median hourly rate of pay for all female full-pay relevant employees is £12.62.

|                       |       |
|-----------------------|-------|
| Mean Gender Pay Gap   | 5.4%  |
| Median Gender Pay Gap | 11.3% |

Our mean pay gap last year was 1.55% which means this has increased by 3.85%. Last year the median pay gap was 3.78% which means this has increased by 7.52%. It is disappointing the gender pay gap has increased this year compared to last year, however, this will be monitored on a regular basis.

## Our Bonus Pay Gap 2020

|                             |       |
|-----------------------------|-------|
| Mean Bonus Gender Pay Gap   | - 62% |
| Median Bonus Gender Pay Gap | +20%  |

The bonus gender pay gap includes any recognition payment made by an organisation. For Hartpury, this is mainly driven by our long service award. Other than that type of payment, one off bonuses are given infrequently to a very small number of individuals and this can have a major impact on the % pay gap (purely looking at bonus payments). There are 13 females who received long service awards and 18 males who received long service awards. 1 male received a performance related payment during this period. As a result of this, the mean bonus payment for females is £153.57 and the mean bonus payment for males is £411.11 The median bonus payment for females is £150 and the median bonus payment for males is £125. The one off bonus payments have a significant impact on the percentage which is why it has changed significantly since last year.

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

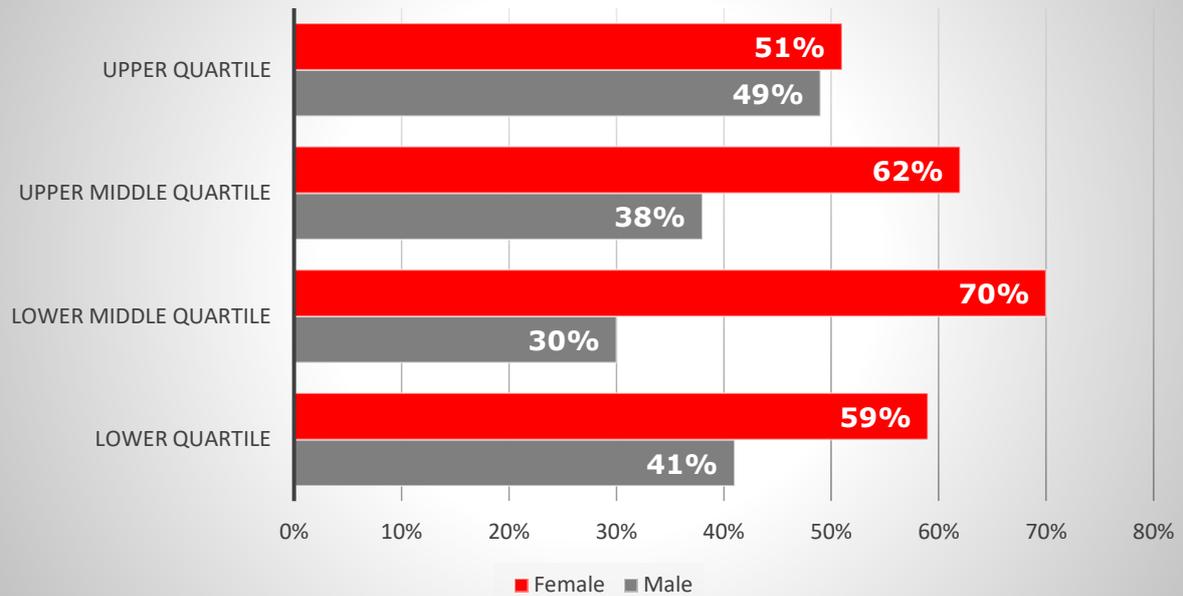
| Male | Female |
|------|--------|
| 6.9% | 3.55%  |

## Quartiles

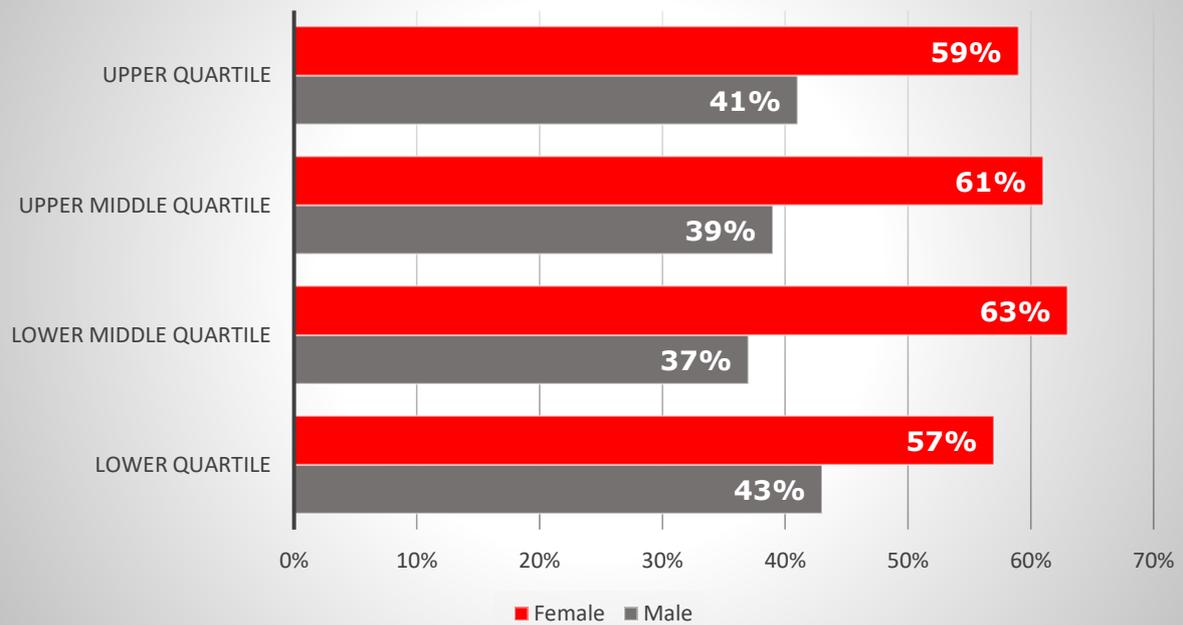
In line with the regulations, employers need to report on the proportion of male and female employees in each of four pay bands, where Lower Quartile represents lowest salaries and Upper Quartile represents the highest salaries. As shown by the graphs there has been an increase in the female lower middle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

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

## Gender Pay Split Per Quartile 2020



## Gender split per quartile 2019



## 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 Themes 2019/20

Continue to develop a diverse and inclusive community that actively attracts and engages diverse, talented individuals and promote inclusion of staff at all levels. Ensure that equality, diversity and inclusivity is embedded in key policies and frameworks. The key area of activity will be continued development of our Mental Health Strategy and our Mental Health Action Plan which is monitored by our Mental Health and Resilience Steering Group. We will consider alternative mental health and resilience interventions and will look at initiating the Workplace Wellbeing Charter.



### UPDATE

- We initiated a review of FE salaries, HE salaries and Professional Services salaries and made initial recommendations to SMT. While not fully completed due to the coronavirus pandemic, we were able to conclude that our FE salaries were in line with the FE sector and our FE qualified lecturer banding was higher than many of

our competitors. We also concluded that our HE salary bands required a detailed review, as these are not reflective of the wider HE sector.

- We are were paying employees the Real Living Wage until November 2020. We are still paying above the National Minimum Wage and National Living Wage for a permanent employees.
- We have rolled out our HRIS self-service package this academic year with the aim of reporting annual leave, absence and updating policies.
- We reviewed ATHENA SWAN and debated this at the Equality, Diversity & Inclusivity Forum and may pursue this as option in the future. ATHENA SWAN and other accreditations/charters will be kept under review by the Equality, Diversity and Inclusivity Forum.



### Key themes for 2020/2021

#### Diversity, Inclusivity, Wellbeing and Positive Engagement

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

We launched a new recruitment system during this academic year and will analyse diversity data from this new system.

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.

Following a benchmarking exercise of academic salaries last year, we will continue further development of this during the next academic year particularly focusing on HE salary structures and any Professional Services staff inconsistencies.

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

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

Promote a healthy workplace and work-life balance

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

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

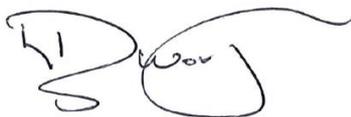
All staff receive equality and diversity training when they start and refresher training is provided every two years. This further minimises discrimination and inappropriate behaviour in the workplace.

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 a mini surveys to understand staff perceptions about our Covid-19 safer campus measures, the return to work or continuing to work from home and make comparisons with the previous surveys.

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



September 2021