



HARTPURY

**Our Gender Pay Report
Published March 2022**

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 **fifth** 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 **6.65%** and a median pay gap of **11.54%**. This is still less than the UK's national averages for 2021 (Office of Statistics) at **7.9%** gender pay gap for full-time employees rising to **15.4%** 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 2021

The mean hourly rate of pay for all male full-pay relevant employees is £16.09. The mean hourly rate of pay for all female full-pay relevant employees is £15.02. The median hourly rate of pay for all male full-pay relevant employees is £14.65. The median hourly rate of pay for all female full-pay relevant employees is £12.96.

| | |
|-----------------------|---------------|
| Mean Gender Pay Gap | 6.65% |
| Median Gender Pay Gap | 11.54% |

Our mean pay gap last year was 5.47% which means this has increased by 1.18%. Last year the median pay gap was 11.38% which means this has increased by 0.16%. It is disappointing the mean gender pay gap has increased this year compared to last year, however, this will be monitored on a regular basis.

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 and the fact this has not changed significantly indicates that the Gender Pay Gap is not widening by much.

Our Bonus Pay Gap 2021

| | |
|-----------------------------|----------|
| Mean Bonus Gender Pay Gap | - 10.34% |
| Median Bonus Gender Pay Gap | 0% |

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 16 females who received long service awards and 18 males who received long service awards. As a result of this, the mean bonus payment for females is £159.38 and the mean bonus payment for males is £144.44. The median bonus payment for females is £150 and the median bonus payment for males is £150. 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:

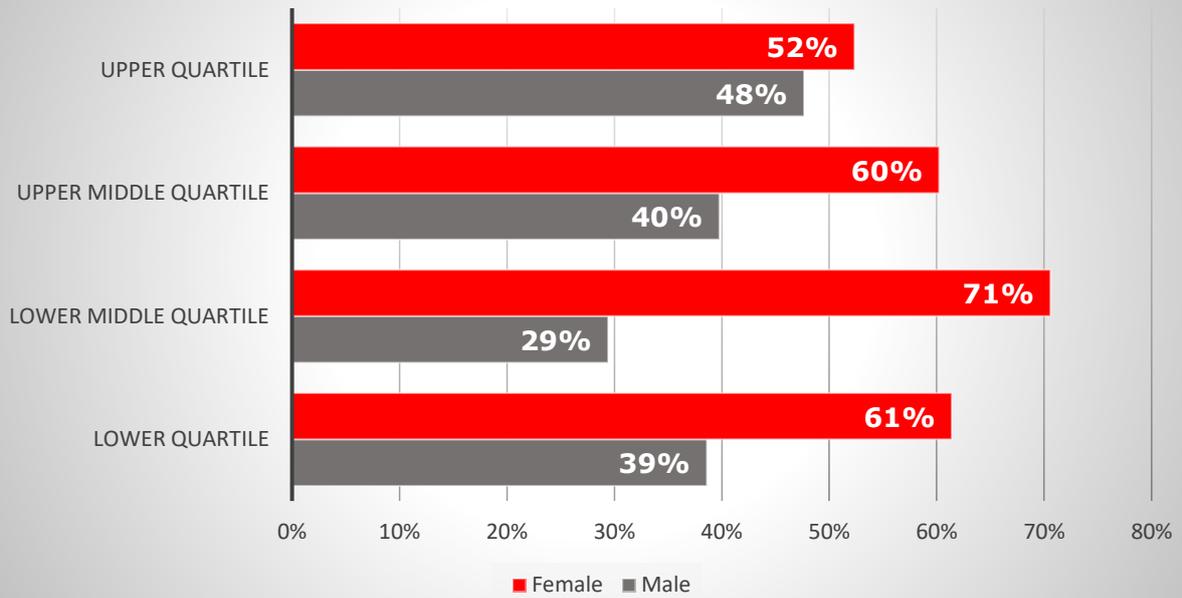
| Male | Female |
|-------|--------|
| 6.77% | 3.83% |

Quartiles

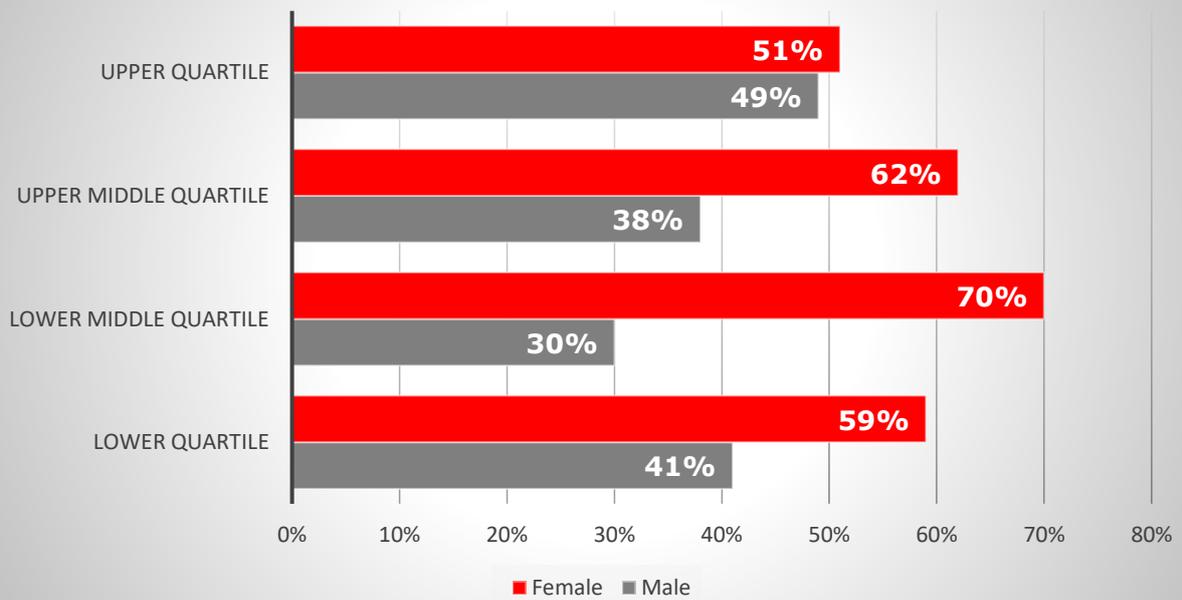
In line with the regulations, employers need to report on the proportion of male and female employees in each of four pay bands, where Lower Quartile represents lowest salaries and Upper Quartile represents the highest salaries. As shown by the graphs there has been a slight increase in the female upper 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 2021



Gender Pay Split Per Quartile 2020



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 2020/21

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 supported raising the profile of EDI via the Race Equality Change Agent workshops and Race Equality taster sessions. We were involved in developing EDI pages for our website to further raise awareness.

- We asked staff to provide information on their gender, ethnicity and disability in one of the mini surveys. This enabled us to review the impact of COVID-19 on these particular protected characteristics. We benchmarked the results with surveys conducted by AoC and Advance HE.
- We further promoted our wellbeing services to staff by providing sessions delivered by Advance HE and Health Assured.
- We are currently piloting hybrid-working practices to support the expectations of the current and future workforce promoting a positive work life balance. This has included developing hybrid working guidelines for managers.
- We have developed an action plan championed by the Hartpury Race Equity Taskgroup.



Key themes for 2021/2022

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.

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.

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.

We will conduct a review of the new recruitment system and make further amendments to enhance our employer brand.

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 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.

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 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.

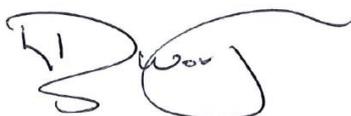
We will support the Hartpury EDI Celebration week held in January 2022

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 about our Covid-19 safer campus measures and make comparisons with the previous surveys.

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



March 2022