



# HARTPURY

## GENDER PAY GAP REPORT 2017

Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing the pay gap between male and female employees. The period covered by this report is of a snapshot of the data taken on 31 March 2017.

### What is a Gender Pay gap?

Gender pay gap differs from equal pay. Hartpury has undertaken Equal Pay Audits which have demonstrated there were 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

The mean hourly rate of pay for all male full-pay relevant employees is £13.39. The mean hourly rate of pay for all female full-pay relevant employees is £13.10. The median hourly rate of pay for all male full-pay relevant employees is £11.92. The median hourly rate of pay for all female full-pay relevant employees is £12.13.

Mean Gender Pay Gap	2.1%
Median Gender Pay Gap	-1.6%

The current national average mean gender pay gap is 18.1% and the current national median gender pay gap is around 9.1%.

### Our Bonus Pay Gap

Mean Bonus Gender Pay Gap	60%
Median Bonus Gender Pay Gap	-25%

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 18 females who received long service awards and 11 males who received long service awards. 1 male received a performance related payment during this period. However no females received a

performance related payment during this period. As a result of this, the mean bonus payment for females is £125 and the mean bonus payment for males is £316. The median bonus payment for females is £125 and the median bonus payment for males is £100.

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

Male	Female
4.74%	5.5%

## 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 Upper Quartile represents the highest salaries.

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

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	48%	38%	38%	44%
Female	52%	62%	62%	56%

## Context

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, diversity and inclusivity obligations. Under the Equality Act 2010, the College 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.

Our academic salary scales ensure that we remunerate staff fairly for the same role, like work and work of equal value regardless of their role within Hartpury. The salary structure contains a number of spine points within each band. Advancement through the band is based on a number of set criteria. Under this framework staff who have held a role for a longer period are more highly remunerated within that band for their work; and this remuneration reflects the experience that they have gained in undertaking their role.

Hartpury is confident that males and females are paid equally for doing the equivalent or same job and this has been demonstrated in our equal pay audits. Hartpury ensures that we have policies and procedures in place that are fair to all and will continue to monitor the impact of these policies in terms of our gender pay gap.

It should be noted that within Hartpury there are curriculum areas that are more difficult to recruit to than others, and this is reflective of the position nationally. Such areas include Land based subjects. Such roles predominantly attract male applicants and again this is reflective of gender imbalances that exist in these areas nationally. Hartpury actively encourages female staff (and vice versa with males in female dominated environments) to apply for jobs in what are still seen to be traditionally male dominated roles and we have had success in doing this recently.