



HARTPURY

Introduction

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. Last year, we published our first gender pay gap report, setting out the difference in the average pay between men and women at Hartpury. It showed we had a mean pay gap of 2.1% and a media pay gap of -1.6%.

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 2018

The mean hourly rate of pay for all male full-pay relevant employees is £14.10. The mean hourly rate of pay for all female full-pay relevant employees is £13.72. The median hourly rate of pay for all male full-pay relevant employees is £12.76. The median hourly rate of pay for all female full-pay relevant employees is £12.32.

Mean Gender Pay Gap	2.7%
Median Gender Pay Gap	3.4%

As mentioned last year, the mean pay gap was 2.1% which means this has increased by 0.6%. however, this is not a concern in terms of the increase. Last year the median pay gap was -1.6% which means this has increased by 5%. Compared to last year, there has been an increase in the number of staff included in the snapshot period, particularly staff employed on a casual basis, which is why the median pay gap has changed this year.

Our Bonus Pay Gap

Mean Bonus Gender Pay Gap	49%
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 20 females who received long service awards and 12 males who received long service awards. 1 male received a performance related payment during this period and 1 female received a performance related payment during this period. As a result of this, the mean bonus payment for females is £160 and the mean bonus payment for males is £316.67. The median bonus payment for females is £100 and the median bonus payment for males is £100. Both these figures have decreased since last year as the mean bonus pay gap was 60% and the median bonus pay gap was 25% which is a positive outcome regarding bonuses.

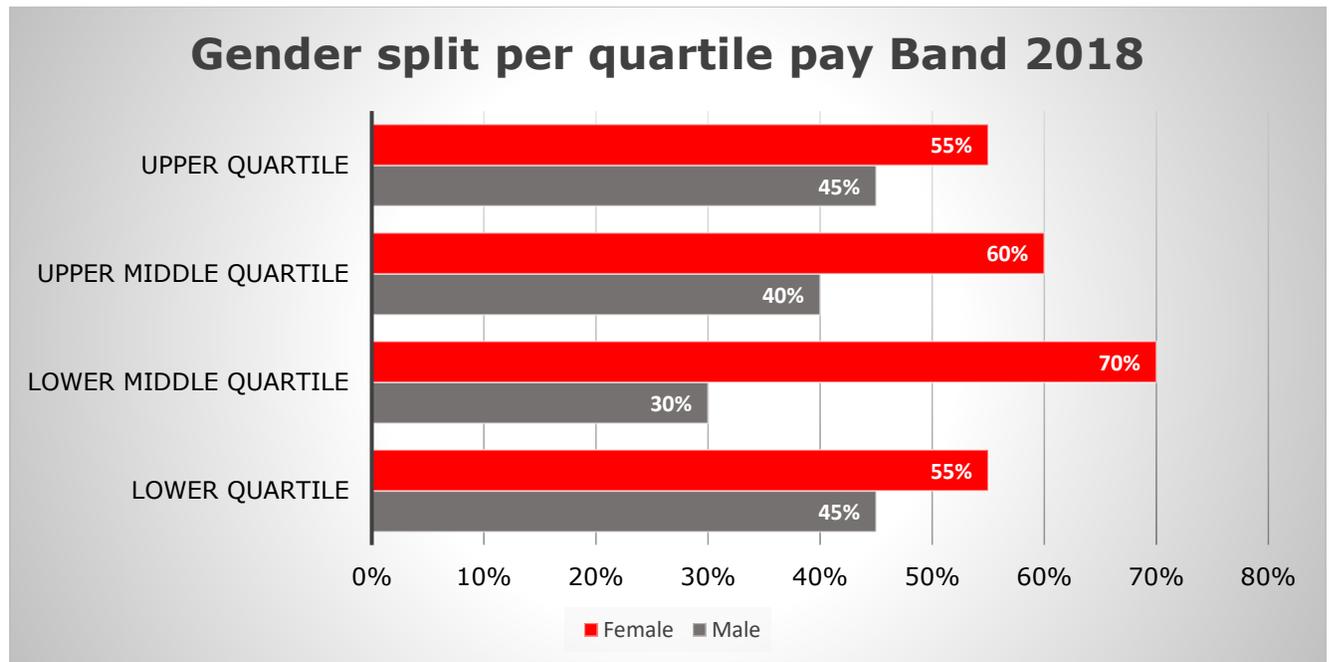
The proportion of employees who receive a bonus are as follows:

Male	Female
4.9%	5.4%

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. Last year's figures for gender split across the quartiles are included in the 2017 Gender Pay Report, which can be accessed via our website.

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



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, generally, 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. This year, we have reviewed salaries in line with the Cost of living increase and awarded a higher increase for staff on lower salaries to move towards paying the Voluntary Living Wage.