



HARTPURY

**Our Gender Pay Report
February 2020**

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 third 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 1.55% and a median pay gap of 3.78%. This is significantly less than the UK's national averages for 2019 (Office of Statistics) at 8.9% gender pay gap for full-time employees rising to 17.3% 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 2019

The mean hourly rate of pay for all male full-pay relevant employees is £14.76. The mean hourly rate of pay for all female full-pay relevant employees is £14.53. The median hourly rate of pay for all male full-pay relevant employees is £13.16. The median hourly rate of pay for all female full-pay relevant employees is £12.70.

Mean Gender Pay Gap	1.55%
Median Gender Pay Gap	3.78%

Our mean pay gap last year was 2.7% which means this has decreased by 1.15%. Last year the median pay gap was 3.4% which means this has increased by 0.38%. It is a positive step that the mean pay gap has narrowed and we will continue to monitor our progress and results.

Our Bonus Pay Gap 2019

Mean Bonus Gender Pay Gap	-30%
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 21 females who received long service awards and 15 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 £436 and the mean bonus payment for males is £333. The median bonus payment for females is £100 and the median bonus payment for males is £100. The one off bonus payments have a significant impact on the percentage which is why it has changed significantly since last year.

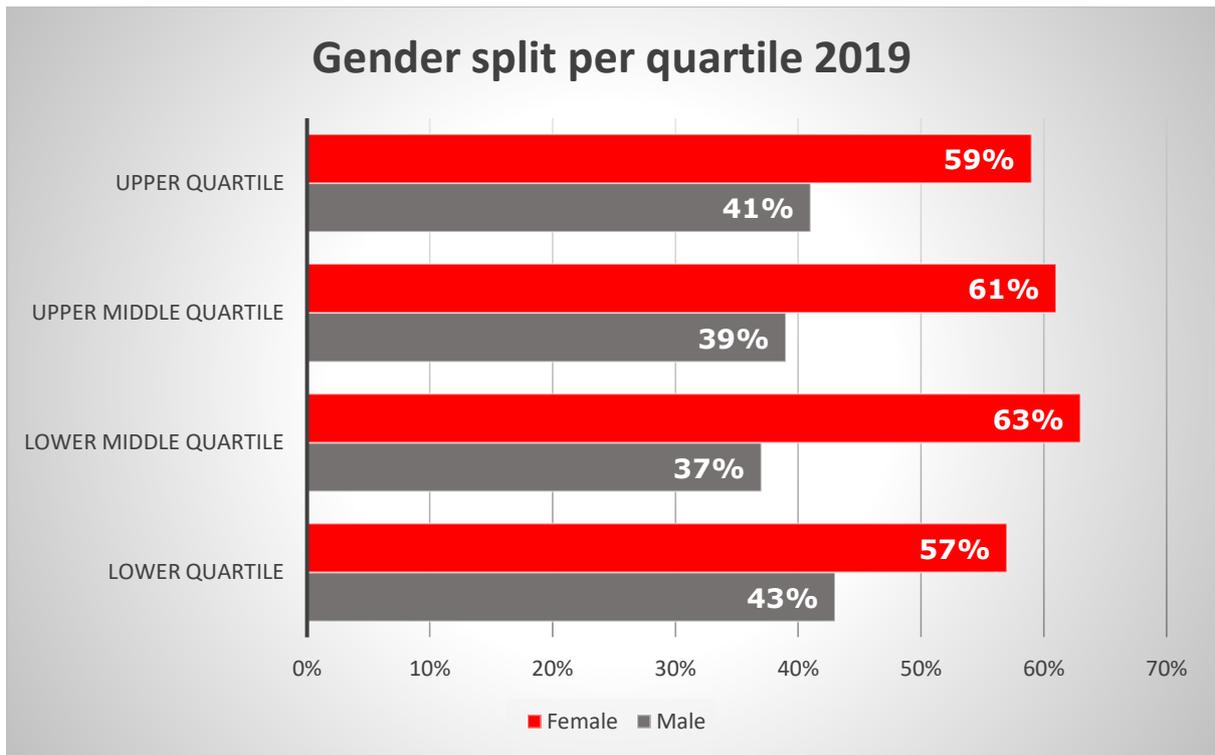
The proportion of employees who receive a bonus are as follows:

Male	Female
5.90%	5.49%

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 2018 Gender Pay Report, which can be accessed via our website.

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



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 2018/19

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

- An Autism Workshop: See it through your students' eyes, Self-Harm workshop and Gender Identity workshops were delivered to staff.
- Working with the Staff Forum, we provided Pop Up staff rooms around the campus. These have been held at Equine, Farm and the Courtyard.
- The Staff Forum have also been involved in championing Wellbeing initiatives.
- We conducted a focus group with new starters and are now looking at amending our adverts and recruitment material to reflect the suggestions made by the Focus Group and other best practice.
- We have updated the staff benefits on the intranet and recruitment material to highlight all the benefits (mainly non-financial) available for our staff.
- We worked creatively to provide a tiered cost of living award to staff based on current salaries and to continue our journey towards the Real Living wage. Increases awarded ranged between 1% - 4% depending on individual salaries.
- Inclusivity Forum - The Inclusivity Forum covered both internally delivered sessions by the Head of Inclusivity (HE), the HE Mental Health Advisor, Hartpury Student Union and the Outreach & Student Recruitment Officer. External sessions were delivered by John Cowley, Consultant Charlie Waller Memorial Trust, previously Head of Counselling, Health and Wellbeing at Cardiff University, who delivered a session on the complexities of good mental health and how this can impact students and those around them. Anjum Mouj, from Challenge Consultancy Ltd, delivered a session designed to help address how unconscious bias affects our day to day interactions and how we might be mindful of this in the future. The forum was attended from staff across Hartpury and feedback was extremely positive.
- We provided Unconscious Bias sessions to our Professional Services staff to address the potential for bias in recruitment and other performance related decisions.
- We developed further guidelines for flexible working opportunities including homeworking.



Key themes for 2019/2020

Diversity, Inclusivity, Wellbeing and Positive Engagement

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

We will review current selection processes to potentially include skill-based assessment tasks and ensure there is a balance of males and females on interview panels.

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.

We recognise that maternity and other family friendly policies can impact on women's ability to progress and therefore we have reviewed and amended these policies.

We are working towards becoming a 'Living Wage Employer' and have recently implemented the Real Living Wage from January 2020.

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

We will be rolling out our HRIS self-service package to all staff and utilise the system including surveys to new starters to gain more detailed feedback regarding the recruitment and on boarding journey.

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 to review current salaries and benchmark this more effectively against HESA data for categories of staff as well as AoC data.

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

We have developed an equality, diversity and wellbeing calendar of events which will be implemented during the next academic year.

We will provide Unconscious Bias training to our Governors.

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.

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.

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



March 2020