



HARTPURY
UNIVERSITY
AND COLLEGE



Gender Pay Report
Published March 2025

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 **eighth** gender pay gap report, setting out the difference in the average pay between men and women at Hartpury, a positive percentage means that male pay is higher. Our statistics show we had a mean gender pay gap of **4.70%** and a median pay gap of **5.42%**. The mean gender pay gap is lower than the national average for full time employees, which is 7% (Gov UK, 2024). Among all employees, the gender pay gap was 13.1% in April 2024 which is higher than our gender pay gap (GOV UK 2024).

Our vision of equity, diversity and inclusivity is an integral part of our practices and embedded in all that we do. We strive to build an enabling environment free from prejudice, discrimination and harassment. We work to recognise and support the diverse needs of our staff, students, and stakeholders.

What is Gender Pay?

Gender Pay uses pay to measure how organisations are providing equality of opportunity, using pay as the best proxy for seniority. The gender pay gap shows the difference in average (mean) and also median earnings between females and males. The figures contained in this report have been calculated using the methodology stipulated by UK legislation.

Equal Pay highlights the pay differences between males and females who carry out the same jobs, similar jobs, or work of equal value. As such, no inference can or should be made about equal pay using gender pay gap information. Hartpury has measured, monitored, and taken action regarding equal pay regularly since 2014.

Gender Identity

Hartpury recognised that gender identity is broader than simply men and women. Although the gender pay gap regulations require that we report our workforce as men and women, we know that trans and non-binary colleagues do not identify with either category. Notwithstanding this requirement, we value, celebrate and welcome staff from all gender identities. This reflects our commitment to develop an inclusive culture free from discrimination, harassment and victimisation.

Our Reported Figures

The mean hourly rate of pay for all male full-pay relevant employees is £18.72. The mean hourly rate of pay for all female full-pay relevant employees is £17.84. The median hourly rate of pay for all male full-pay relevant employees is £16.43. The median hourly rate of pay for all female full-pay relevant employees is £15.54.

Year	Mean (average) hourly rate pay gap	Median (middle) hourly rate pay gap
2024	4.70%	5.42%

2023	4.34%	3.21%
2022	6.65%	11.54%

Our mean pay gap last year was 4.34% which means this has increased slightly (0.36 percentage points). Last year the median pay gap was 3.21% which means this has increased by 2.21 percentage points. We have met our median pay gap KPI of 11%.

Although it has slightly increased this year compared to last year, it has still decreased since 2022 and therefore we are still moving in the right direction to reduce the gender pay gap.

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.

Our Bonus Pay Gap 2024

Mean Bonus Gender Pay Gap	-5.36%
Median Bonus Gender Pay Gap	-50%

The bonus gender pay gap includes any recognition payment made by an organisation. For Hartpury, this is our long service awards as we do not pay any other bonus payments. There are 18 females who received long service awards and 33 males who received long service awards. As a result of this, the mean bonus payment for females is £138.89 and the mean bonus payment for males is £131.82. The median bonus payment for females is £150 and the median bonus payment for males is £100.

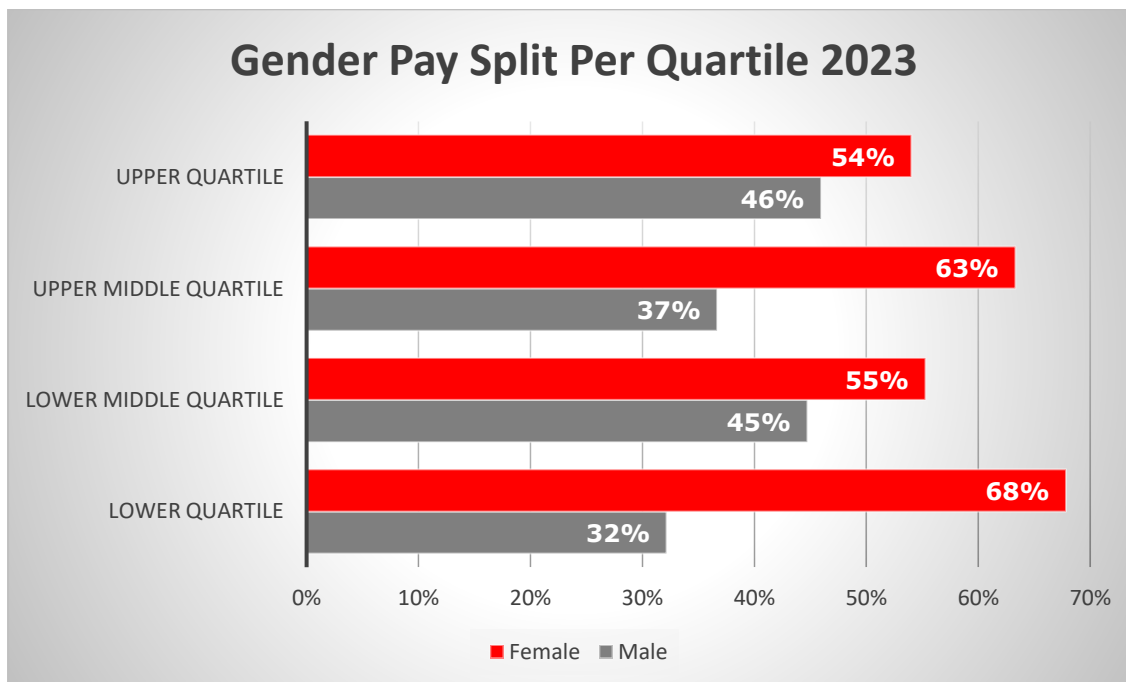
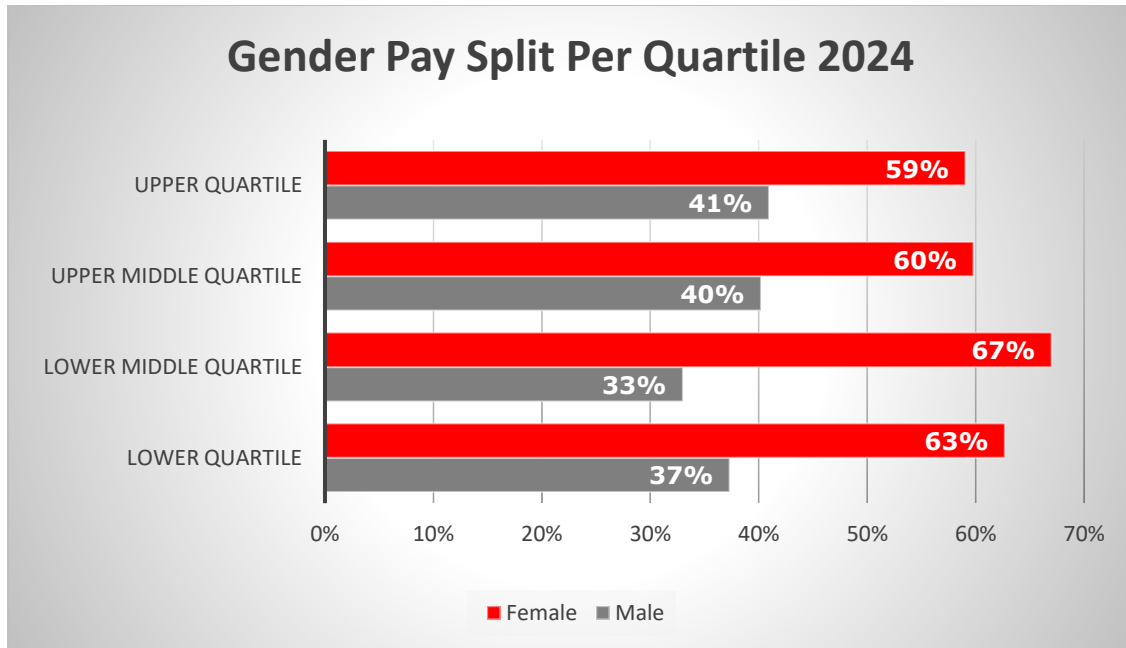
The proportion of employees who receive a bonus are as follows:

Male	Female
11.26%	3.74%

Pay Quartiles

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

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



STRATEGIC FOCUS

Diversity, Inclusivity, Wellbeing and Positive Engagement



Inclusivity runs through our Hartpury 2030 strategy and reflects our approach to EDI and wellbeing. Our aim is to create an environment which reflects the diverse nature of our staff and students, where everyone can contribute and be appreciated for who they are. We will create a sustainable environment, proactively challenging ourselves and creating a positive impact for our community, whilst enabling opportunities to share learning and best practice.

From a wellbeing perspective, we need to understand how we can work better together, how we can collectively make a difference and deliver Hartpury's ambitions. We are passionate about promoting an environment of community within our workforce and will prioritise wellbeing and support for all our employees in line with our 2030 strategy.

Progress on initiatives and actions to address gender pay gaps

- We introduced professional services salary scales effective from January 2024 to enable a more positive impact on reducing our gender pay gap.
- Professional Services staff now have the opportunity to move within the bandings based on exceeding expectations as part of the appraisal process. This will be conducted in a fair and consistent way.
- Our EDI Forum is made up of representative for academia, professional services and our focus has been on reviewing the data to identify clear actions within our action plan to improve our gender pay gap.
- We conducted our first full annual survey since Covid and produced an action plan as a result of feedback from this and focus groups.
- We are pleased that the percentage of females in the upper quartile and lower middle quartile have increased since 2023.

Key Themes 2024/25

- Review the application and selection processes to promote inclusivity, for example, look at introducing blind shortlisting, more inclusive interview panels, promoting inclusivity within adverts and diversity platforms.
- Continue to review and benchmark our salary scales, pay and reward approach to ensure consistency and fairness but also taking into consideration budget constraints.

- We will continue to work towards our gender equality KPIs and monitor progress towards these through our EDI Forum.
- Encourage and develop internal networking groups to support community and inclusion.
- We will use appropriate measures to assess impact and identify areas for improvement which will include people surveys, forums, networks and action plans.
- We will review our HR data plan to ensure this is as a more effective reporting tool to monitor progress against our KPIs and to better support information for our Forums.

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.

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.

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

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

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

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

All staff receive inclusivity 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 support the Hartpury EDI Celebration month held in January 2025

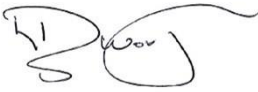
Promote a healthy workplace and work-life balance

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.

We will continue to conduct surveys to understand staff perceptions and make comparisons with the previous surveys.

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

A handwritten signature in black ink, appearing to read 'L. Worsfold', with a large, sweeping flourish extending to the right.

March 2025