



HARTPURY
UNIVERSITY
AND COLLEGE



Gender Pay Report
Published March 2026

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 **ninth** 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 **3.17%** and a median pay gap of **4.94%**. The mean gender pay gap is lower than the national average for full time employees, which is 6.9% (Gov UK, 2025). Among all employees, the gender pay gap was 12.8% in April 2025 which is higher than our gender pay gap (GOV UK 2025).

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 recognises 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 £19.54. The mean hourly rate of pay for all female full-pay relevant employees is £18.91. The median hourly rate of pay for all male full-pay relevant employees is £17.41. The median hourly rate of pay for all female full-pay relevant employees is £16.55.

Year	Mean (average) hourly rate pay gap	Median (middle) hourly rate pay gap
2025	3.17%	4.94%
2024	4.70%	5.42%
2023	4.34%	3.21%

Our mean pay gap last year was 4.70% which means this has decreased (1.53 percentage points). Last year the median pay gap was 5.42% which means this has decreased by 0.48 percentage points. We continue to meet our median pay gap KPI, which this year is 7.5%.

Although last year our figures slightly increased, this year we have continued the trend of decreasing the gap and we continue to move 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 2025

Mean Bonus Gender Pay Gap	-1.10%
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 13 females who received long service awards and 23 males who received long service awards. As a result of this, the mean bonus payment for females is £138.46 and the mean bonus payment for males is £136.96. The median bonus payment for females is £150 and the median bonus payment for males is £100.

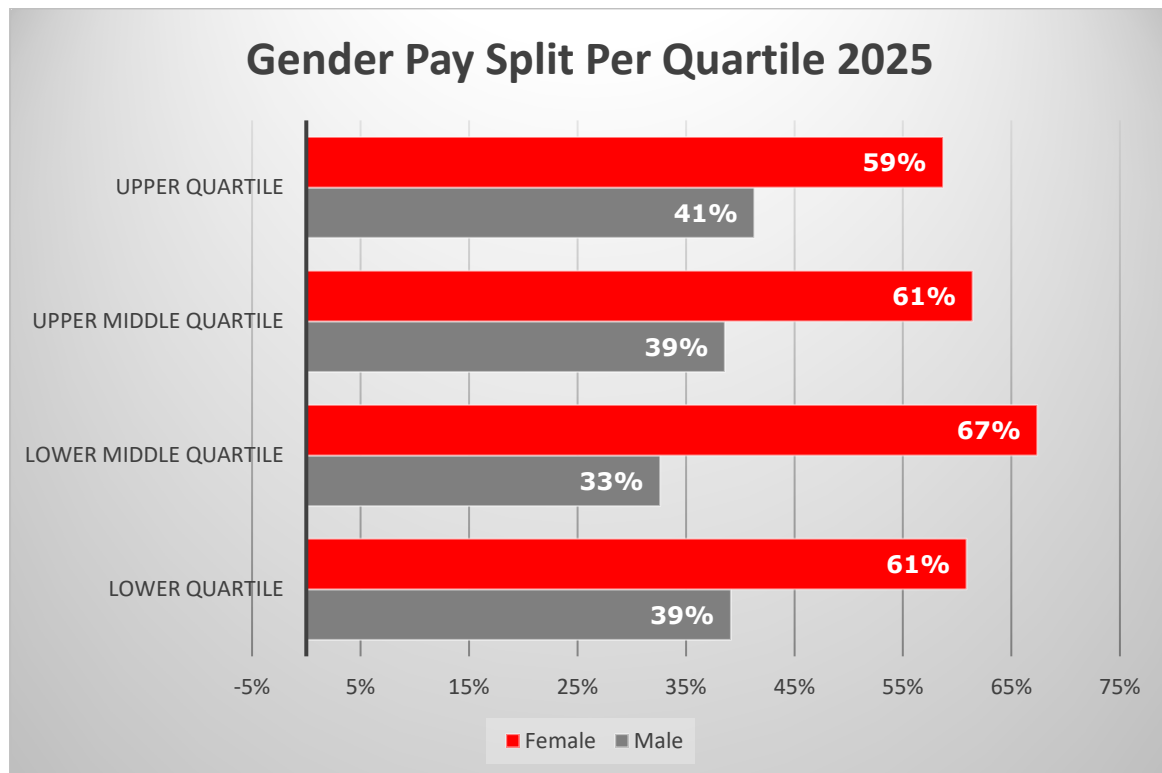
The proportion of employees who receive a bonus are as follows:

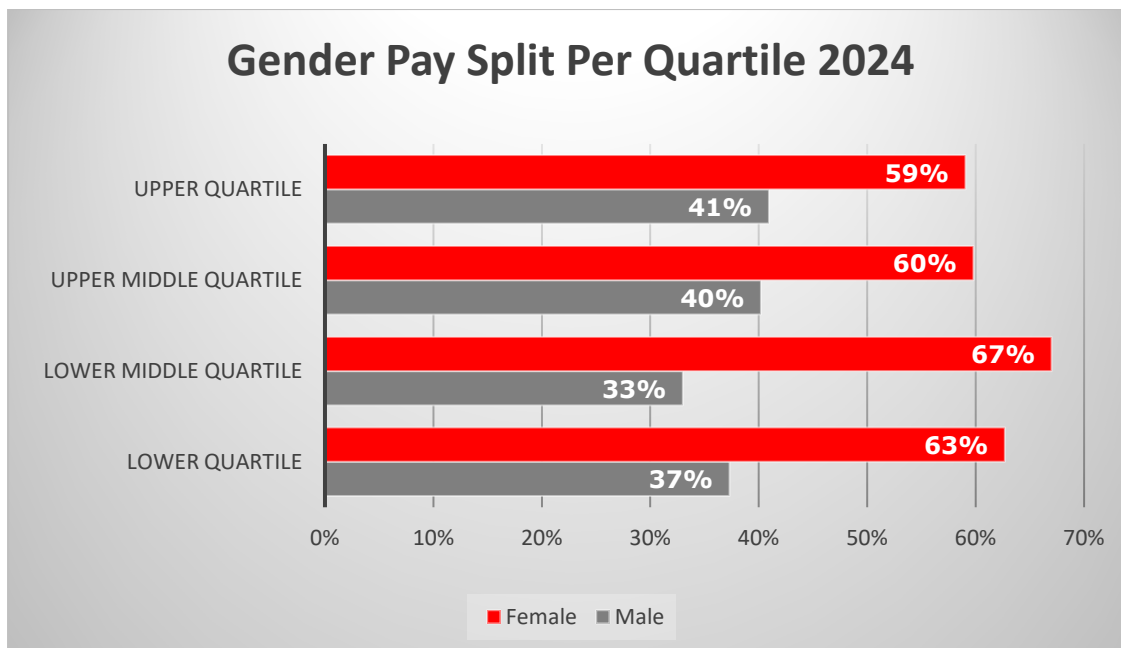
Male	Female
8.24%	2.84%

Pay Quartiles

In line with the regulations, employers need to report on the proportion of male and female employees in each of the 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. There has also been a slight decrease of females and slight increase of males in the lower 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 have piloted a blind shortlisting application process and our EDI Forum have agreed this would be beneficial to implement going forward. Interview panel membership is scrutinised to ensure that membership is as diverse as possible.
- We have access to publish vacancies on a range of diversity job networks, including, [LGBTjobs.co.uk](https://www.lgbtjobs.co.uk), [disabilityjob.co.uk](https://www.disabilityjob.co.uk), [BMEjobs.co.uk](https://www.bmejobs.co.uk) and [neurodiversityjobs.co.uk](https://www.neurodiversityjobs.co.uk).

- The professional services salary scales implemented in January 2024 continue to have a positive impact on reducing our gender pay gap.
- Professional Services staff continue to 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 representatives from academic and professional services staff and our focus has been on reviewing staff data to identify clear actions within our EDI action plan to improve our gender pay gap.
- We are pleased that the percentage of females in the upper quartile and males in the lower quartile have increased since 2024.

Key Themes 2025/26

- Introduce blind shortlisting with effect from April 2026 for all vacancies and continue to promote inclusivity within adverts and advertising on diversity platforms.
- Continuously review, evaluate and enhance our recruitment and progression processes to ensure we are attracting and retaining underrepresented groups measured by the data sets contained within the Annual EDI report
- 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 through our EDI Forum.
- Continue to promote internal networking groups and encourage new networks to support community and inclusion.

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 in all that we do.

We will conduct surveys and focus groups with new starters to gain more detailed feedback regarding the recruitment and onboarding journey.

We continue to analyse and publish transparent and clear data regarding our staff under the protected characteristics and review this at our EDI Forum.

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 conduct an equal pay audit 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 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 February 2026.

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, Chief People Officer confirm that the information in this statement is accurate.



March 2026