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Foreword

Harper Adams University is a leading specialist university tackling the future development of our planet's food production, processing, animal sciences, engineering, land management and sustainable business. We are a specialist University with a rich heritage.

The challenges we face in addressing the Gender Pay Gap include those of the legacy of those areas. We are seeing changes in the balance of equality between men and women in the roles that have traditionally been dominated by the other, but these are slow to come through in Gender Pay Gap statistics.

We are wholly committed to closing the gap. We recognise that we need to continually identify areas where there are emerging gaps and the We also recognise that the areas where our gender pay gaps are largest The appropriate committees and working groups across the University have been tasked with identifying any additional areas where we we can take steps to help us gain ground.

We are also committed to addressing any barriers to equality. All of our elimination of bias from our people processes.

The commitment to equality comes from the very top of our institution where gender equality is clearly evidenced through the make-up of the senior management team.

The University has an excellent equal pay record. It is proud to promote the

249  **395**
Employees

Mean pay gap % **27.7**

Median pay gap % **37.4**

(NB Only 1 person had a bonus in this reporting

Addressing the pay gap

Harper Adams University is committed to reducing the Gender Pay Gap. Many of the reasons for the gap are historic and driven by issues such as the subject matter we teach. However, the University will work towards closing the gap as quickly as possible.

The steps we have already taken include:

Commitment to Equality and Diversity

- Gender equality maintained in SMT makeup

Equal Pay Review

- Carried out regularly and demonstrating equal pay for equal work

Aurora Programme

- University commitment to the programme with demonstrable results in delivering further women applicants and successful appointments to senior roles in the University
- Successful female mentors as a result of the Aurora Programme
- Creating a culture of developing women in leadership

Flexible Working & Parental Leave

- The University operates a successful and flexible working and parental leave policies

Professorial Roles

- The University promotes professorial roles to try to encourage a wider range of applicants for this level of post.

The further steps we take will include:

Targeting a 1% increase in female representation

