

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**lude those \Tilde{o} è \Tilde{i} à \Tilde{o} è \T

We are wholly committed to closing the gap. We recognise that we need to continually identify areas where there are emerging gaps and the $\Tilde{0}$ è $\Tilde{0}$ ò $\Tilde{0}$ è $\Tilde{0}$ in $\Tilde{0}$ è $\Tilde{0}$ in $\Tilde{0}$ è $\Tilde{0}$ in $\Tilde{0}$ è $\Tilde{0}$ in $\Tilde{0$

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 % äêöëìó Êøõòõä Ùõòêõäððè éòõ úòðèñ ÷ëõòøêë ú

249

Employees

395

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 \div è ä æ ë ¤ ä ñ ç ë ä ù è \div ä ø ê ë \div ë ì ö \div ò õ ì æ ä ï ï ü ¥ ä ñ ç ï ò ú ö \div ä # \div 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

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- 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 tosenior 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 úèïï ø÷ìïìöèç %èûìåïè úòõî
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Provessorial Roles

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The further steps we take will include:

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