



Foreword

Harper Adams University is a leading specialist university tackling the future of engineering, landmanagement and sustainable business. We are a specialist University with a rich heritage.

The challenges we face in addressing the Gender Pay Gap include those relating to the specific industry areas in which we specialise and the legacy of those areas. We are seeing changes in the balance of equality between men and women in our roles, but these are slow to come through in applications for positions that will enable significant changes to our 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 reasons for them in order to implement changes that will be effective. We also recognise that the areas where our gender pay gaps are largest are with senior academic staff and in the areas of domestic support staff. We have completed an analysis of starting salaries of academic staff and confirmed that no group is disadvantaged by the approach we take.

We are also committed to addressing barriers to equality. All of our staff are supported by staff and managers to support the continued elimination of bias from our people processes. We have embedded new guidance on gender neutral language into the recruitment process to ensure that no applicant is consciously or unconsciously deterred from applying.

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 flagship Aurora Programme for women through which we continue to see very positive results in successful applications for promotion from women in both academic and professional service departments.

Over the last year, we have been working on recommendations from expert external consultancy support, which was undertaken in order to establish what works to enable women to progress within our University. We have embedded career progression discussions into our annual Performance Development Reviews. Applicants for academic promotion are given detailed feedback whilst all shortlisted applicants are supported through expert mentoring. Promotion decisions are made by a gender balanced selection panel and we have reviewed our selection criteria to ensure that the contribution of all academic colleagues is valued and recognised equally.

Dr David Llewellyn
Vice-Chancellor
Harper Adams University

255

Employees



418

Pay quartiles

Upper

Male %

Female %

Male
(headcount)

Female
(Headcount)

