



## **Gender Pay Report – 31 March 2021**

### **About Us**

The Bedford College Group is recognised as one of the best further education providers in the UK. Our values reflect the manner in which we set out to achieve our aims and we put the learner at the heart of all we do. Our core values are:

- Student focus
- High performance
- Respect, openness and honesty

The Bedford College Group consists of Bedford College and Tresham College that merged on 1 August 2017 and three wholly owned subsidiaries which are:

- Bedford College Professional Services Ltd (BCPS)
- Bedford College Services Ltd (BCS)
- Aston Recruitment & Training Limited

In addition, Bedford College is a founder and sponsor member of Bedford College Academies Trust (BCAT) which has two schools in the Trust, Wixams Academy and Wixams Tree Primary School.

In 2020/2021, we had 14,652 students study with us and employed 886 staff within Bedford College, Tresham College and BCPS Ltd.

### **Gender Pay Reporting**

In April 2017 legislation was introduced that requires all organisations who employ 250 or more people to report their gender pay gap based on either a snapshot of the workforce on the 31<sup>st</sup> March or 5<sup>th</sup> April each year.

The gender pay gap shows the percentage difference between the average salaries of women and men across the entire workforce, irrespective of role. It should be noted that the gender pay gap is different from Equal Pay which measures whether there is a difference in what men and women in specific equivalent roles are paid.

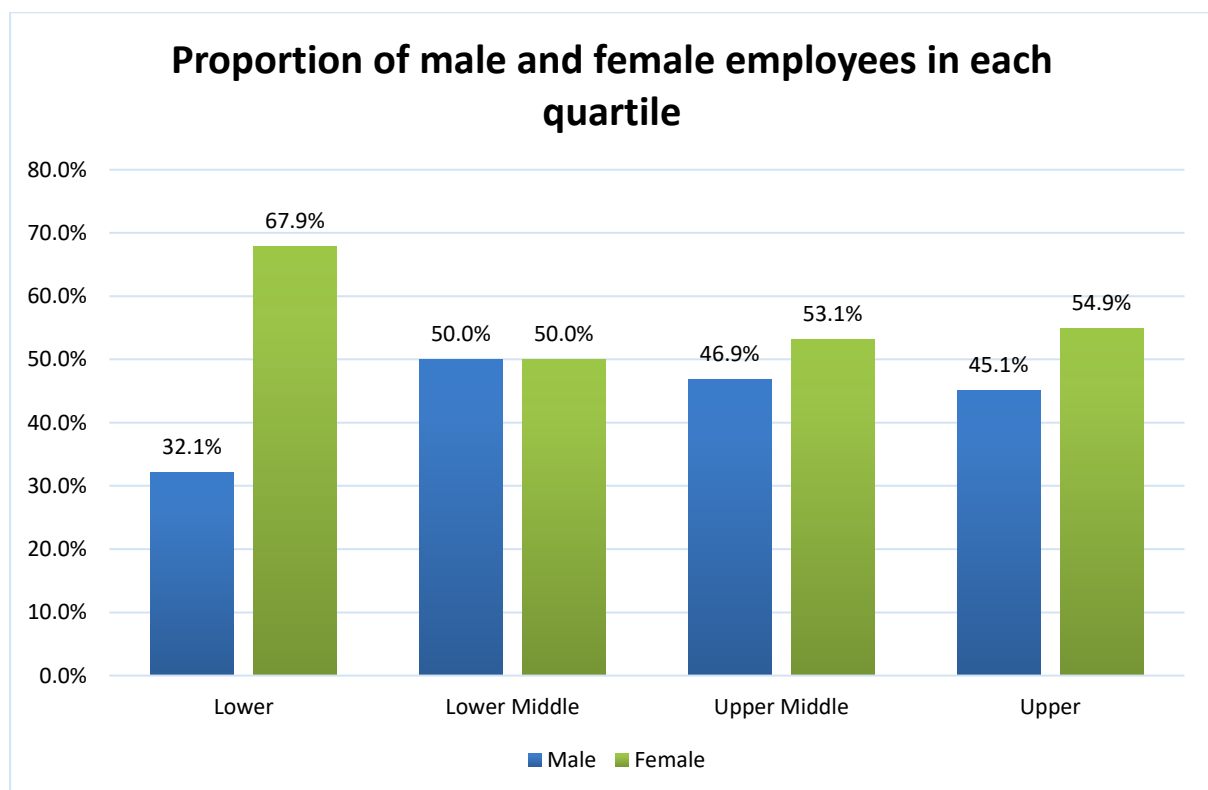
At the snapshot date of 31 March 2021, the statutory regulations applied to Bedford College and Tresham College as a merged organisation. At the snapshot date of 5

April 2021, the statutory regulations also applied to Bedford College Professional Services Ltd. The headcount for Bedford College Services Ltd remains below 250.

### Gender Pay – Bedford College Results

Calculation	Result
1. Mean gender pay	1.5%
2. Median gender pay	3.9%
3. Mean bonus gender pay	-37.5%
4. Median bonus gender pay	0%
5. Proportion of males and females receiving a bonus payment	16.1% (male) 12.4% (female)

The graph below shows the proportion of males and females in each quartile pay band:



The data above has been calculated using the methodology set out in The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

## Findings

At the snapshot date, there were 664 full pay relevant employees, of which 43% identified as male and 57% as female.

The mean gender gap has reduced to 1.5% on 31 March 2021 from 3.7% on 31 March 2020. The median gender pay gap has decreased from 7.2% in 2020 to 3.9% in 2021. This compares favourably against the Office of National Statistics (ONS) 2021 figures for the Education sector which reported the average mean at 17.6% and the average median at 25.4%. The ONS figures for 'Teaching and educational professionals' is 5.4% for the average median and 10.9% as the average mean in 2021.

As can be seen from the results, a higher percentage of men than women received bonuses however women received 37.5% higher rate of bonus. Additionally, the median illustrates that the mid-point received for each grade showed an equal rate.

## **Bedford College Professional Services Ltd**

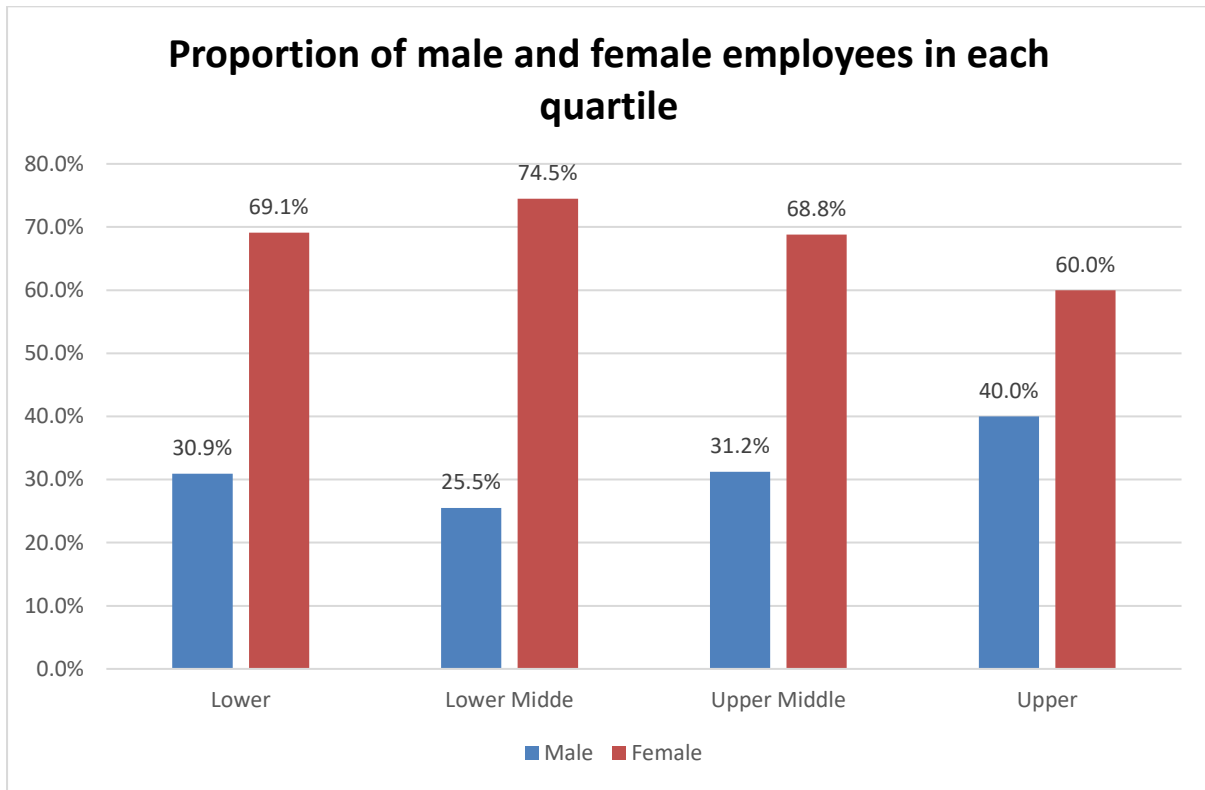
### About us

Bedford College Professional Services (BCPS) Ltd provides personnel to support the Bedford College Group operations. The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 apply to BCPS for the snapshot date of 5 April 2021.

### **Gender Pay – Bedford College Professional Services Results**

Calculation	Result
1. Mean gender pay	7.8%
2. Median gender pay	9.6%
3. Mean bonus gender pay	49.4%
4. Median bonus gender pay	51.4%
5. Proportion of males and females receiving a bonus payment	10.5% (male) 5.1% (female)

The graph below shows the proportion of males and females in each quartile pay band:



The data above has been calculated using the methodology set out in Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## Findings

On the snapshot date there were 439 full pay relevant employees, of which 32% identified as male and 68% identified as female.

The mean gender pay gap shows that men earn on average 7.8% more than women, which is a change compared to last year where women earned on average 2.8% more than men. The median gender pay gap has increased to 9.6% in 2021 compared to 3.3% in 2020. Comparing the results against the Office of National Statistics (ONS) 2021 figures for all employees which reported the average median at 15.4%.

As can be seen from the results, men received a higher rate of bonus at 49.4% compared to women. The median bonus gender pay gap has increased from an equal rate to men receiving 51.4% compared to women.

## **Statement for the Bedford College Group**

The Bedford College Group is fully committed to equality and diversity and employs people according to the requirements of the role, not according to gender and in 2020-21, 69% of successful candidates identified as female. The overall gender split at The Bedford College Group is 37% males and 63% females, which mirrors the national picture of the FE workforce (SIR 2018-2019 National figures for FE Colleges).

We support flexible and part time working with just over a third of our organisation working on a part time basis. Senior Management is made up of 65% female and 35% male employees and the Executive Team is nearly 90% female. As a result of the global pandemic, we have introduced a Working From Home policy to provide guidance on how agile working operates within the Group on an ad hoc basis to enable flexibility to work patterns and a positive work life balance. As we return to the workplace, we recognise the continuing positive benefits of maintaining some distancing within offices and the work life balance remote working offers, and as such managers will be supported by the Working From Home Policy to enable a mix of campus and remote working to support safe working and enhance flexibility for the workforce.

Since our last report we have reduced the weekly working hours for our BCPS employees with no reduction in pay.

We will carry out the next gender pay gap reporting for the relevant snapshot dates in 2022.

Lynsey Travers  
HR Manager  
The Bedford College Group