



Gender Pay Report – 31 March 2022

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 purpose is to help individuals, communities and society flourish through education by raising aspirations and reducing inequality to create a sustainable future.

Our values are:

- Student centred
- Educational excellence
- Teamwork
- Continuous improvement
- Caring
- Inclusive

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 2021/2022, we had 15,071 students study with us across all campuses and employed 893 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 31st March or 5th April each year.

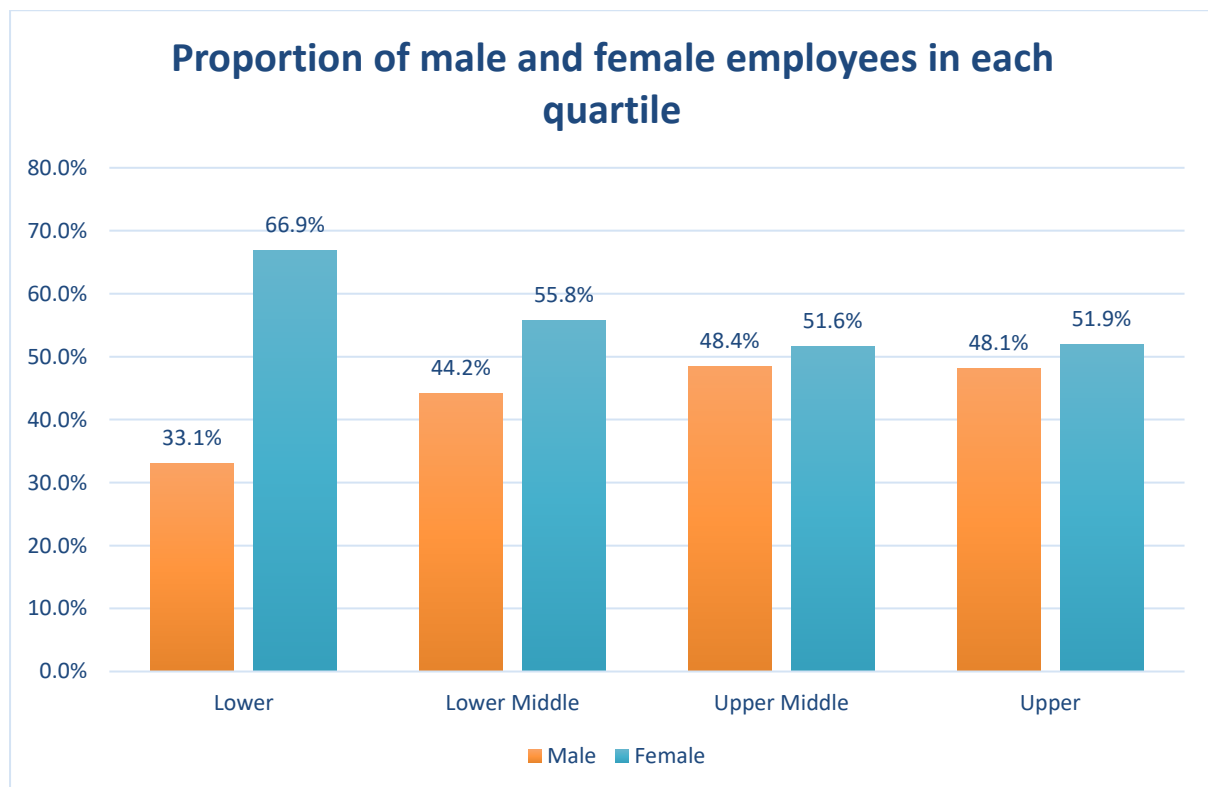
The gender pay gap shows the percentage difference between the average salaries of women and men across the entire workforce, irrespective of role. It should be noted that the gender pay gap is different from Equal Pay which measures whether there is a difference in what men and women in specific equivalent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

At the snapshot date of 31 March 2022, the statutory regulations applied to Bedford College and Tresham College as a merged organisation. At the snapshot date of 5 April 2022, 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	3%
2. Median gender pay	7.1%
3. Mean bonus gender pay	0%
4. Median bonus gender pay	0%
5. Proportion of males and females receiving a bonus payment	50% (male) 50% (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 626 full pay relevant employees, of which 43.5% identified as male and 56.5% as female.

The mean gender gap has increased to 3% on 31 March 2022 from 1.5% on 31 March 2021. The median gender pay gap has increased to 7.1% in 2022 from 3.9%

in 2021. This compares favourably against the Office of National Statistics (ONS) 2022 figures for the Education sector which reported the average mean at 16.1% and the average median at 22.2%. The ONS figures for 'Teaching and educational professionals' is 3% for the average median and 9.9% as the average mean in 2022.

The results for the bonus gender pay gap relate to long service awards that are given as vouchers. Vouchers used to be rewarded to First Aiders which is now paid through salary and will be reflected as part of the gender pay gap calculations.

Bedford College Professional Services Ltd

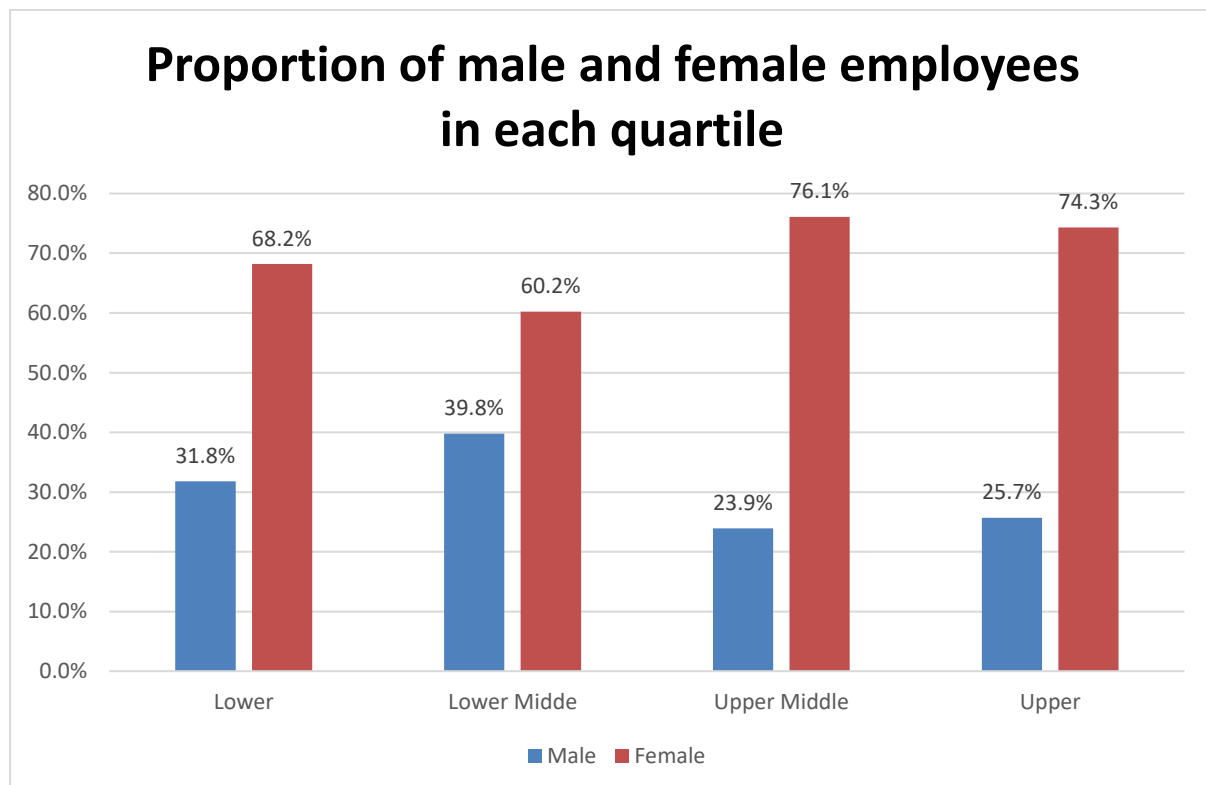
About us

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 2022.

Gender Pay – Bedford College Professional Services Results

Calculation	Result
1. Mean gender pay	-7.3%
2. Median gender pay	-7.7%
3. Mean bonus gender pay	0%
4. Median bonus gender pay	0%
5. Proportion of males and females receiving a bonus payment	N/A

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 452 full pay relevant employees, of which 30.3% identified as male and 69.7% identified as female.

The mean gender pay gap shows that women on average 7.3% more than men, which is a change compared to last year where men earned on average 7.8% more than women. The median gender pay gap has changed to -7.7%, a positive change for women compared to 9.6% in 2021, in favour of men. Comparing the results against the Office of National Statistics (ONS) 2022 figures for all employees which reported the average gender pay gap as 14.9%.

There are no longer bonuses paid within BCPS Ltd. Vouchers used to be rewarded to First Aiders which is now paid through salary and will be reflected as part of the gender pay gap calculations.

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. The overall gender split at The Bedford College Group is 37.6% males and 62.6% females.

We support flexible and part time working with around 35% of our organisation working on a part time basis. Our Senior Leadership and Executive Management remains predominately female.

As the Group returned to the workplace, after the restrictions of the global pandemic, The Bedford College Group revised the Working From Home policy to show its commitment to offering employees the opportunity to work from home where possible to support a positive work life balance for our employees' longer term wellbeing. There are guidelines for different groups of staff to ensure teaching staff, customer facing staff and professional services staff can benefit from enhanced flexibility that working from home can offer.

Our recruitment and selection processes are robust and fair and all applications are anonymised for the shortlisting process of all roles. We also have an independent panel member on all interviews.

Since our last report in 2021, we have further reduced the weekly working hours for our BCPS employees with no reduction in pay. This was part of a three year plan which we were able to fully implement after year two, resulting in the majority of full time staff working the same weekly hours.

We will carry out the next gender pay gap reporting for the relevant snapshot dates in 2023. This will include the figures for Central Bedfordshire College, who joined The Bedford College Group on 1 March 2023.

Lynsey Travers
HR Manager
The Bedford College Group