



## **Gender Pay Report – 31 March 2024**

### **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.

The Bedford College Groups Values are:

**V**aluing Teamwork: We are one team who by working together can achieve great things, respecting the opinion and valuing the contribution each of us makes.

**I**mproving continuously: We challenge ourselves to always do better by trying new things, sharing knowledge, reflecting on best practice and learning from others.

**S**tudent centred: At our heart is always doing what is best for our students. We consider students in all of our decision making to create positive outcomes and memorable experiences for every student.

**I**nclusive: We celebrate differences and diversity, recognising that we can learn from each other.

**O**pen and caring: We care about the wellbeing of our staff, our students, our community and wider society, creating an environment built on trust where we listen, engage and support each other.

**N**urturing educational excellence: We promote educational excellence by delivering programmes that challenge our students to achieve their ambitions.

Today, the Group is made up of a family of colleges across Bedfordshire and Northamptonshire: Bedford College, Central Bedfordshire College and Tresham College in the towns of Bedford, Dunstable, Leighton Buzzard, Corby, Kettering and Wellingborough; Shuttleworth College, a specialist land-based college; The Bedford Sixth Form, (the only dedicated sixth form in Bedford); The Corby Sixth Form, (opened in September 2023); and the National College for Motorsport alongside Silverstone race circuit.

To widen accessibility to education and training, the Group also has community-based Learning Centres in Bedford, Corby and Kettering which offer IT training.

In 2023/2024, we had 18,226 students study with us across all campuses and employed 1212 staff within the Group.

### **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.

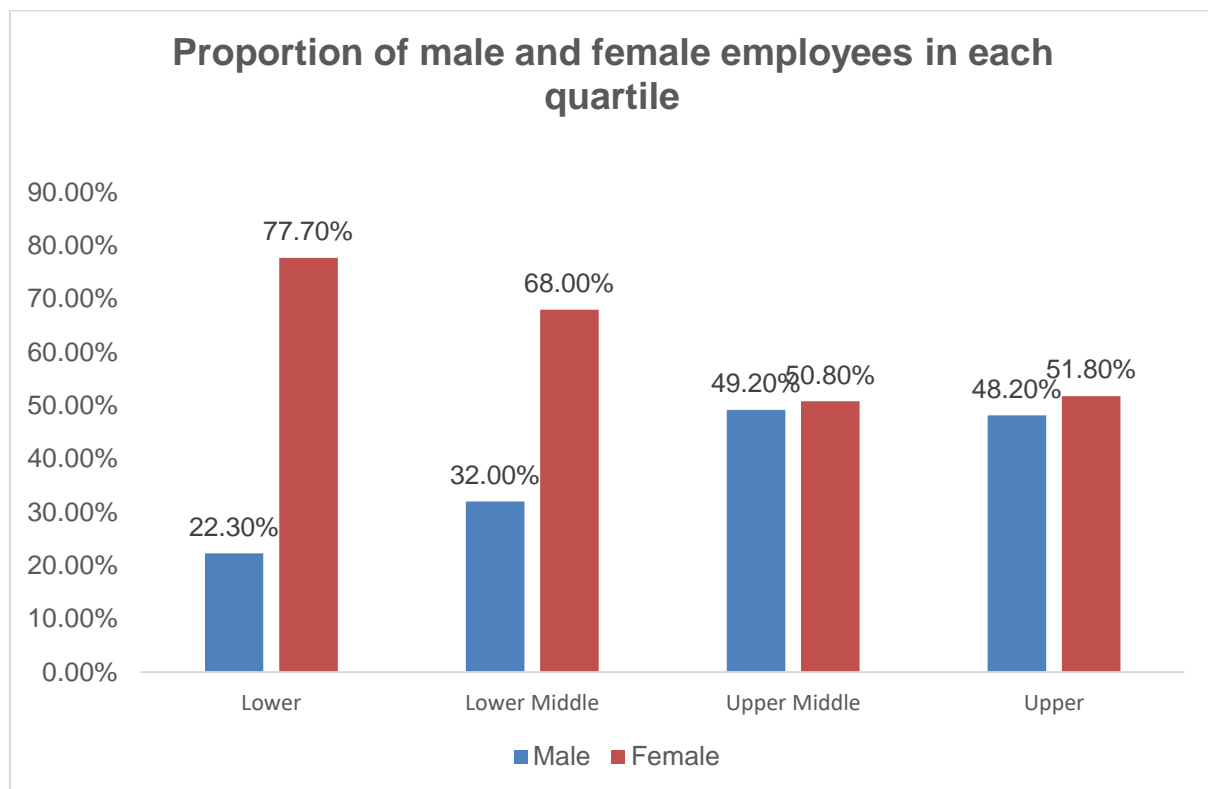
The gender pay gap shows the percentage difference between the average salaries of women and men across the entire workforce, irrespective of role. It should be noted that the gender pay gap is different from Equal Pay which measures whether there is a difference in what men and women in specific equivalent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

At the snapshot date of 31 March 2024, the statutory regulations applied to Bedford College, Tresham College and Central Beds College as a merged organisation. At the snapshot date of 5 April 2024, 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	10.1%
2. Median gender pay	12.6%
3. Mean bonus gender pay	0%
4. Median bonus gender pay	0%
5. Proportion of males and females receiving a bonus payment	25% (male) 75% (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 788 full pay relevant employees, of which 38% identified as male and 62% as female.

The mean gender gap has decreased to 10.1% on 31 March 2024 from 11.9% on 31 March 2023. The median gender pay gap has decreased to 12.6% in 2024 from

13.7% in 2023. This is in line compared to the Office of National Statistics (ONS) 2023 figures for the Education sector which reported the average mean at 12.5% and the average median at 17.2%. The ONS figures for 'Teaching and educational professionals' is 4.2% for the average median and 6.5% as the average mean in 2023.

The results for the bonus gender pay gap relate to long service awards that are given as vouchers.

### **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 35% males and 65% females.

We support flexible and part time working with around 33% of our organisation working on a part time or part year basis. Our Senior Leadership and Executive Management remains predominately female.

The Bedford College Group continues to offer staff to work flexibly in line with 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.

Lynsey Travers  
Group Head of HR  
The Bedford College Group