



Gender Pay Report – 31 March 2023

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 three main Colleges; Bedford College, Tresham College (merged on 1 August 2017) and Central Beds College (merged on 1 March 2023).

There are also two wholly owned subsidiaries which are:

- Bedford College Professional Services Ltd (BCPS)
- Bedford College Services Ltd (BCS)

In 2022/2023, we had 17,755 students study with us across all campuses and employed 1228 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 31st March or 5th April each year.

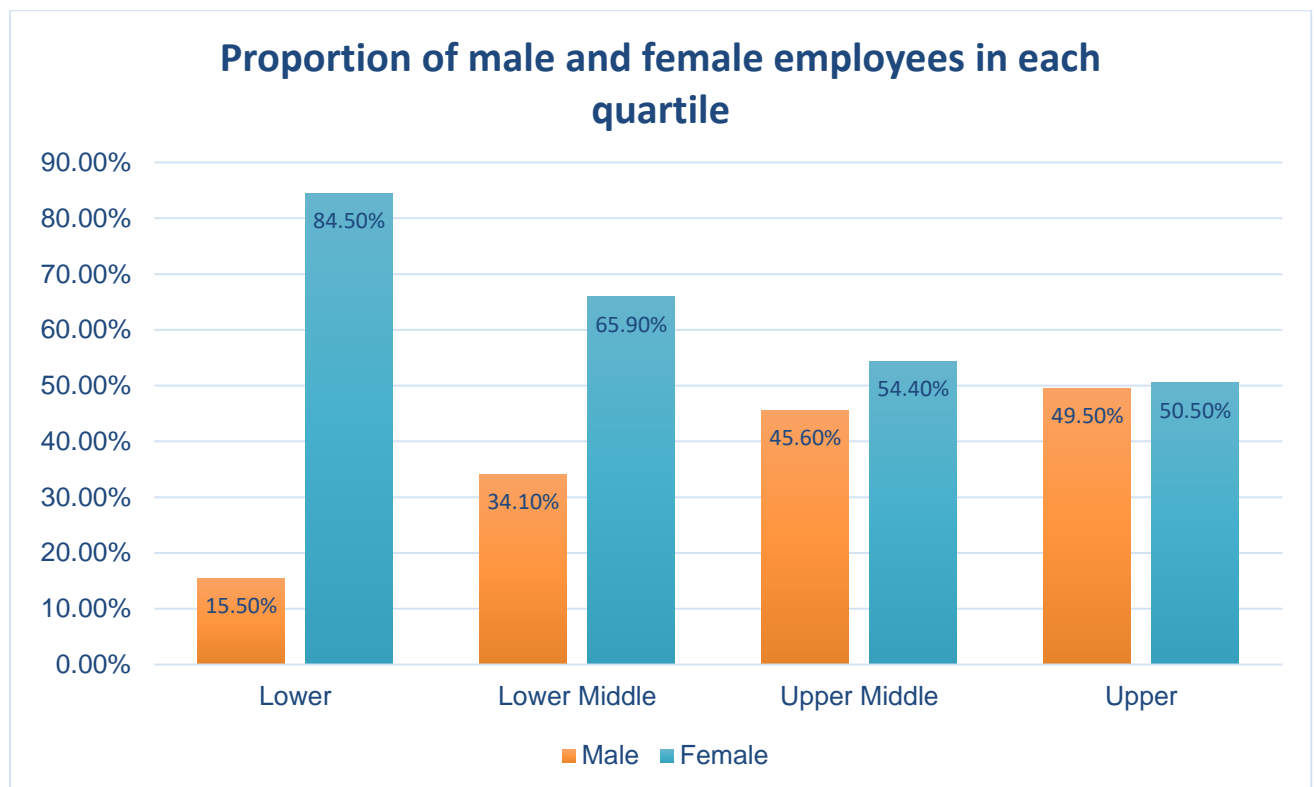
The gender pay gap shows the percentage difference between the average salaries of women and men across the entire workforce, irrespective of role. It should be noted that the gender pay gap is different from Equal Pay which measures whether there is a difference in what men and women in specific equivalent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

At the snapshot date of 31 March 2023, the statutory regulations applied to Bedford College, Tresham College and Central Beds College as a merged organisation. At the snapshot date of 5 April 2023, 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	11.9%
2. Median gender pay	13.7%
3. Mean bonus gender pay	0%
4. Median bonus gender pay	0%
5. Proportion of males and females receiving a bonus payment	57% (male) 43% (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 904 full pay relevant employees, of which 36% identified as male and 64% as female.

The mean gender gap has increased to 11.9% on 31 March 2022 from 3% on 31 March 2022. The median gender pay gap has increased to 13.7% in 2023 from 7.1%

in 2022. This is in line compared to the Office of National Statistics (ONS) 2023 figures for the Education sector which reported the average mean at 14.6% and the average median at 21.3%. The ONS figures for 'Teaching and educational professionals' is 3.8% for the average median and 8.5% as the average mean in 2023.

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

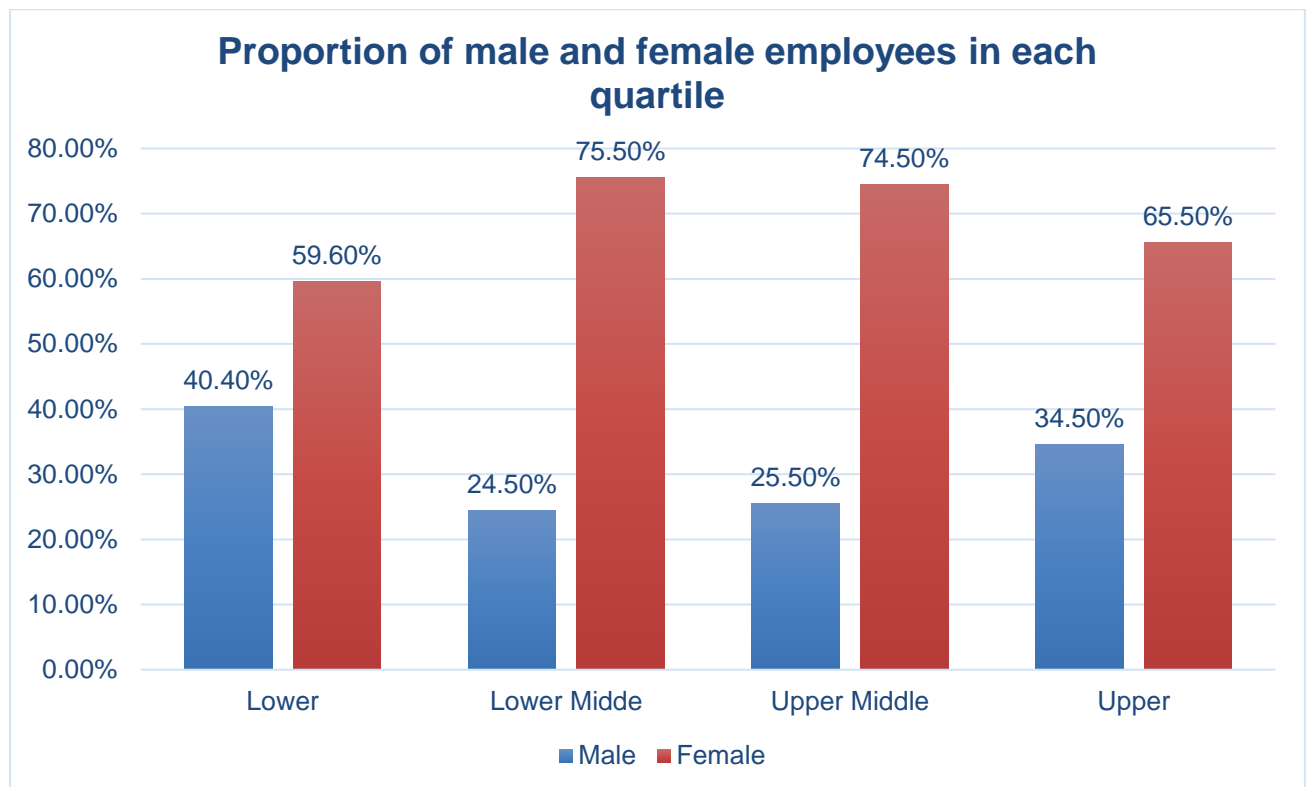
About us

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 2023.

Gender Pay – Bedford College Professional Services Results

Calculation	Result
1. Mean gender pay	-0.2%
2. Median gender pay	-0.2%
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 439 full pay relevant employees, of which 31% identified as male and 69% identified as female.

The mean gender pay gap shows that women on average earn 0.2% more than men, which is a change compared to last year where women earned on average 7.3% more than men. The median gender pay gap has changed to -0.2% from -7.7% in 2022. This shows the pay gap although still in favour of women has narrowed this year compared to last year. Comparing the results against the Office of National Statistics (ONS) 2023 figures for all employees which reported the average gender pay gap as 7.7%.

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 34.3% males and 65.7% females. Following the merger with Central Bedfordshire College, this has increased the number of females employed in teaching and learning support roles as it accounts for around a third of the staffing at this College. These roles fall into our lower pay bands and are predominantly part-time roles and may explain the previous gender pay gap at Central Bedfordshire College of 20.4%. This has therefore impacted the gender pay gap for this snapshot year.

We support flexible and part time working with around 37% 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.

Since we last reported, we have finalised a job family matrix and carried out a full review of pay bands. Each job role within the Group has been allocated to the relevant job family which has resulted in staff receiving additional increases as part of our annual pay review to bring them in line with the new pay bands. As part of the review, we have increased our starting salaries for entry level roles and starting salaries for Heads of Departments, which 60% of females are in.

Lynsey Travers
Group Head of HR
The Bedford College Group