



Gender Pay Report – 31 March 2018

About Us

Bedford College 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

In 2017/2018, we had 14,723 students study with us and employed 983 staff across the Bedford College Group. On 1 August 2017, Bedford College merged with Tresham College creating the Bedford College Group, enabling us to provide even more opportunities to even more people.

The gender split at Bedford College Group is 41% males and 59% females.

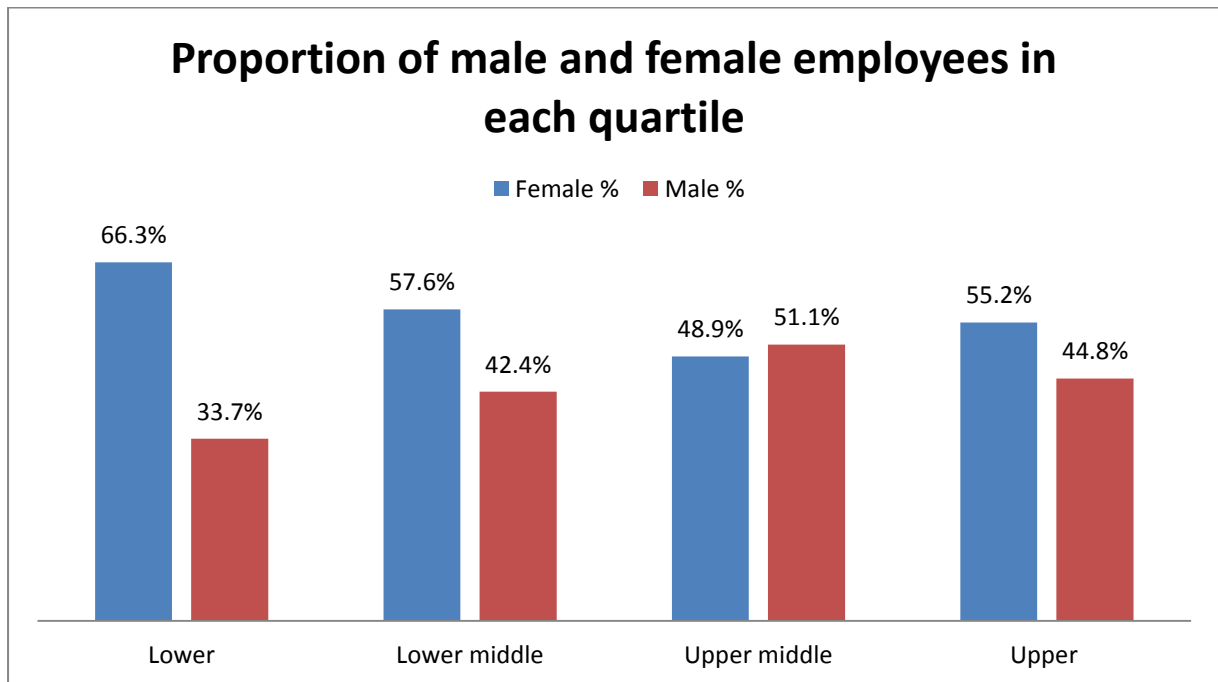
Bedford College Gender Pay

At the snapshot date of 31 March 2018, the statutory regulations applied to Bedford College and Tresham College as a merged organisation and did not apply to Bedford College Professional Services Ltd, Bedford College Services Ltd and Bedford College Academies Trust Ltd because the head count for these employers is below 250 as at the snapshot date.

Gender Pay – Bedford College Results

Calculation	Result
1. Mean gender pay	4.8%
2. Median gender pay	6.3%
3. Mean bonus gender pay	-34.5%
4. Median bonus gender pay	0%
5. Proportion of males and females receiving a bonus payment	38.5% (male) 30.2% (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.

Next Steps

The next snapshot date is 31 March 2019 and we will carry out the snapshot data analysis on the merged organisation and any wholly owned subsidiary that meets the headcount of 250 or more.