



Gender Pay Report

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 2016/2017, we had 12,284 students study with us and employed 580 staff. 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 is 44% males and 56% females and at Tresham College the gender split is 39% males and 61% females.

Bedford College Gender Pay

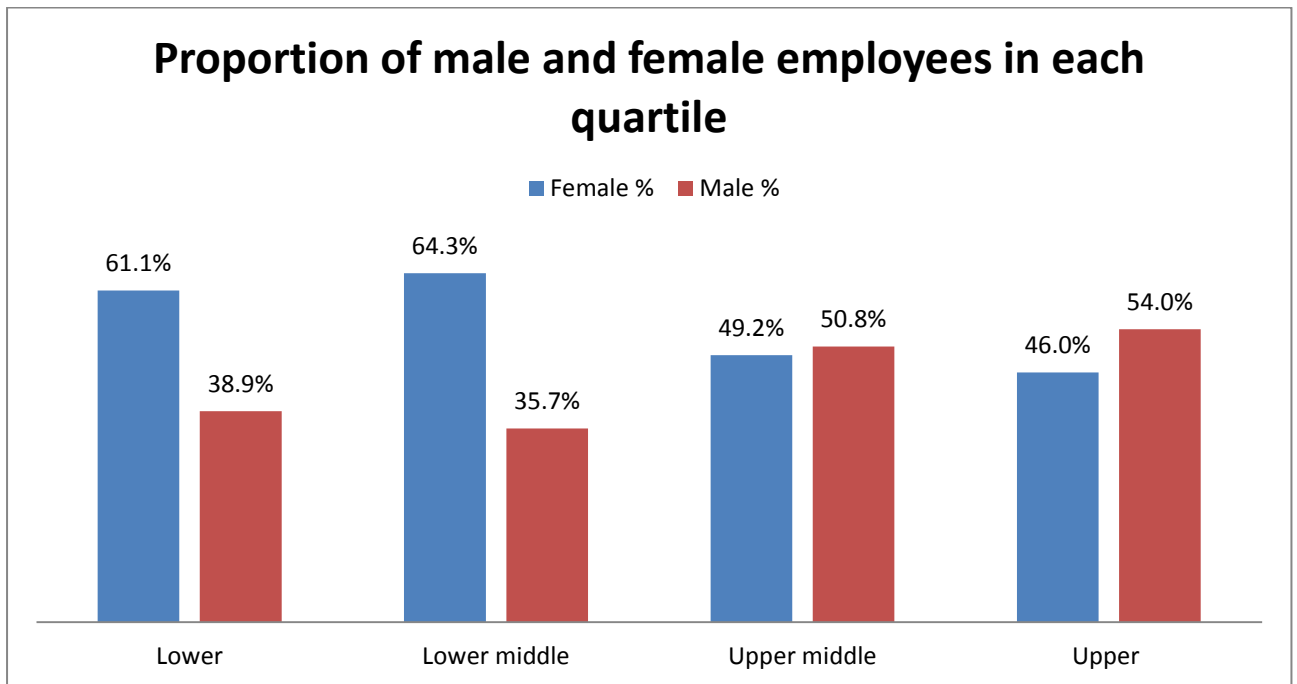
At the snapshot date of 31 March 2017, the statutory regulations applied to Bedford College and did not apply to:

- Tresham College (no longer an employer with effect from 1 August 2017)
- 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	7.9%
2. Median gender pay	7.6%
3. Mean bonus gender pay	2.1%
4. Median bonus gender pay	0%
5. Proportion of males and females receiving a bonus payment	58.1% (male) 51.7% (female)

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



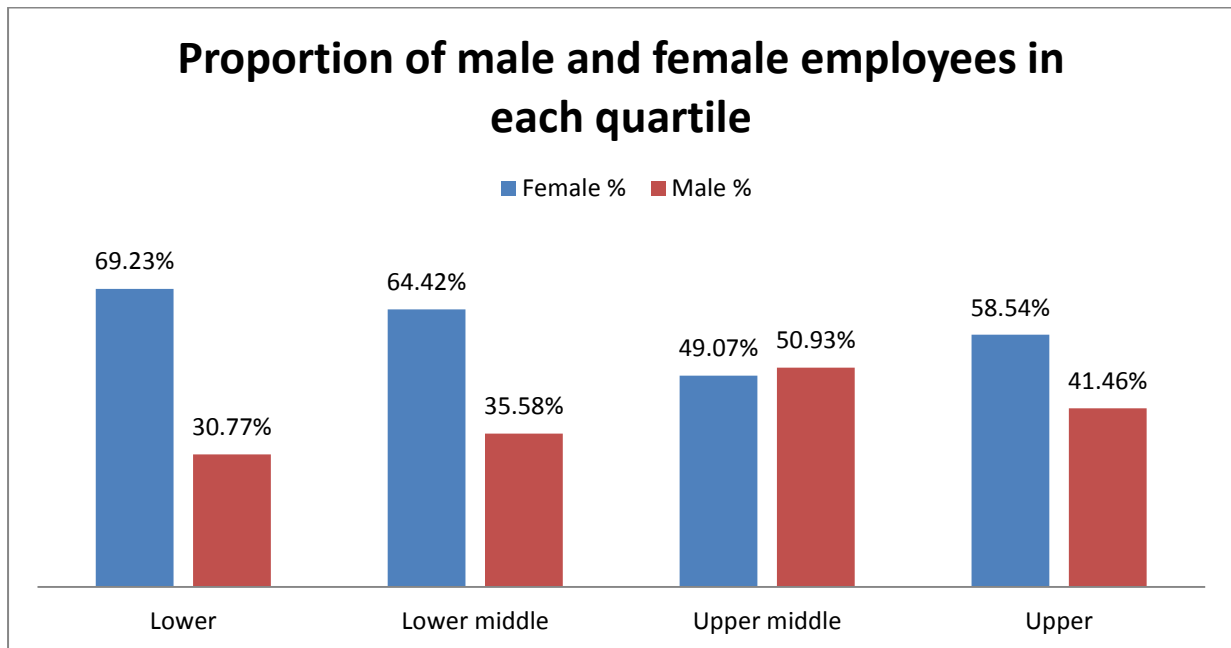
The data above has been calculated using the methodology set out in The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Gender Pay Results – Tresham College

Tresham College do not legally have to publish their gender pay gap results at the snapshot date of 31 March 2017. Tresham College have, however carried out the gender pay exercise for 31 March 2017 and for information the results are:

Calculation	Result
Mean gender pay	4.85%
Median gender pay	11.52%
Mean bonus gender pay	0%
Median bonus gender pay	0%
Proportion of males and females receiving a bonus payment	0% (male) 0% (female)

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



Headlines

We have carried out further analysis of the Bedford College gender pay data by job type which has shown that the gender pay gap in teaching is 1.33%, 1.03% in support areas and 5.85% in management.

Next Steps

The next snapshot date is 31 March 2018 and we will carry out the snapshot data analysis on the merged organisation.