

Gender Pay Gap (GPG) Reporting

Babington provide training for a range of professional service sectors to enable learners to gain professional qualifications within their industry sector, with a workforce demographic that is 64.58 % female.

Babington is a private equity owned. We are committed to diversity and inclusivity across our business, and we aim to be an employer of choice within the learning and training sector.

GENDER PAY GAP – REPORTED DATA FOR 2017

Entity	Babington	Babington Group (including Babington Business College, Training for Today and Acorn Training Ltd.)
Number of Employees	311	25

Women's Hourly Rate is:

Mean	7% lower
Median	4 % lower

Pay Quartiles:	MEN	WOMEN
Top Quartile	34.5 %	65.5 %
Upper Middle Quartile	32.1 %	67.9 %
Lower Middle Quartile	36.9 %	63.1 %
Lower Quartile	38.1 %	61.9 %

Women's Bonus Pay is:

Mean	-51.4 % lower
Median	-10.0 % lower

Who received a Bonus?

Men	15.4%
Women	23.6%

KEY FINDINGS

The overall median gender pay gap of 4 % is considerably lower than the Office for National Statistics (ONS) provisional national average of 18.4% (as per their publication of 26th October 2017).

HOW WE ARE RESPONDING TO THE GENDER PAY GAP

Babington is passionate about diversity and inclusivity within the organisation, and in particular supporting women to become leaders within the business. Notwithstanding the fact that our

median gender pay is considerably lower than the ONS provisional national average, we recognise that there continues to be a gender pay gap.

We have currently undertaking a Reward Framework Project which is expected to be completed in June 2018 which we believe will have a positive impact on our gender pay gap going forward. Under this project all existing roles are being evaluated so that a grading and pay structure can be created and applied across the organisation. This will provide greater consistency between roles and locations. We anticipate that our new grading and pay structure will assist us in making informed recruitment decisions and reduce the risk of pay anomalies. It is expected that this structure will be launched by the end of the August 2018.

In addition to the above we have taken the following actions, which in time will help to reduce our gender pay gap. As well as better supporting our female employees, the initiatives are intended to enable our employees to progress into more senior roles with greater confidence.

1. Improved maternity pay terms

We are to undertake a review of our approach to maternity pay. Currently, Babington only provides statutory maternity pay (SMP) to eligible employees. We will review the level of maternity benefits we offer and consider how these may be enhanced to ensure continual inclusion.

2. Leadership Development Programme

We offer a specific internal programme that gives our employees the support and training they need to develop their skills and experience and successfully apply for new roles within the business and progress within our pay structure. In 2018 this internal programme has been linked to enrolment on a professional qualification standard enabling employees to gain a nationally recognised qualification.

3. Competency Framework

To provide greater transparency to our employees in 2018 we will also launch a detailed framework that will show employees what skills they require for each role at each level. This will allow our employees to identify areas for development and consider ways to progress within the business.

We will continue to monitor our gender pay gap and we are committed to taking steps and spotting opportunities to reduce it further.