

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 64.8 % 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 2018

Entity	Babington	(including Babington Business College, Training for Today and Acorn Training Ltd.)
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Number of Employees	321	
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Women’s Hourly Rate is:

Mean	9.2% lower	
Median	3.8 % lower	

Pay Quartiles:	MEN	WOMEN
Top Quartile	32.1 %	67.9 %
Upper Middle Quartile	31.2 %	68.8 %
Lower Middle Quartile	42.0 %	58.0 %
Lower Quartile	35.4 %	64.6 %

Women’s Bonus Pay is:

Mean	52.4 % lower	
Median	23.3 % lower	

Who received a Bonus?

Men	23.3 %	
Women	19.7 %	

KEY FINDINGS

The overall median gender pay gap of 3.8% and of the 10% of employers who have already reported their gender pay data, the median pay gap for Babington in 2018 is below the average, which is currently stands at 8.4%.

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 national average, we recognise that there continues to be a gender pay gap.

We have conducted a Reward Framework review which has driven a number of key actions which we believe will have a positive impact on our gender pay gap going forward. Under this project all existing roles have been 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. The approach has been adopted and will be fully implemented by the end of the August 2019.

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

A full review of the business terms for maternity and paternity pay provision was conducted and as a result the Expectant Family Policy was introduced, offering enhanced pay to all employees, regardless of gender, 100% full pay for up to 12 weeks linked to length of service, followed by Statutory Maternity Pay. This replaced the provision of the statutory minimum payments of 90% for first 6 weeks followed by SMP for maternity pay. Paternity pay has been improved by offering 1 week at full pay followed by 1 week at SPP which replaced the previous policy of Statutory Paternity pay only for 2 weeks.

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 was 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 2019 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.