



Gender Pay Gap Reporting Babington Business College Limited for snapshot date 5 April 2023

Summary:

Babington Business College provides apprenticeship and commercial training for a range of professional qualifications across five core specialisms: (1) Business Administration & Customer Service; (2) Leadership & Management; (3) HR & L&D; (4) Accountancy; and (5) Data, Digital and IT.

Through the provision of these services, Babington has a responsibility to support learners, clients and staff; with the aspiration that our training and support staff should reflect our diverse learner population. Our continued reporting on Diversity, Equity and Inclusiveness (“DE&I”) data, including gender pay gap reporting, allows us to track our progress against this strategic target.

Babington is committed to diversity, equity and inclusivity across our business, and we aim to be an employer of choice within the training and development sector.

Key Findings:

The report uses figures on a snapshot date of 5th April 2023.

- Babington’s mean (average) gender pay gap at 5th April 2023 was 11.2% (17.9% in prior year)
- Babington’s overall median gender pay gap at 5th April 2023 was 8.6% (9.1% in prior year)

The sample covered 389 full-pay relevant employees, 31% (120) of whom were male and 69% (269) of whom were female; with the upper quartile banding (39% : 61%), upper-middle quartile banding (37% : 63%); and lower-middle quartile banding (31% : 69%) broadly reflecting this overall representation ratio; but the lower quartile banding diverging materially (16% : 84%).

	Male	Female	Total	Male	Female
Quartile 1 (Lower)	16	82	98	16.3%	83.7%
Quartile 2 (Lower-Middle)	30	67	97	30.9%	69.1%
Quartile 3 (Upper-Middle)	36	61	97	37.1%	62.9%
Quartile 4 (Upper)	38	59	97	39.2%	60.8%
	120	269	389	30.8%	69.2%

Gender Pay Gap (Female vs Male)

	Current Year	Prior Year
Mean	11.2%	17.9%
Median	8.6%	9.1%



Next Steps:

Since the Covid-19 pandemic, Babington has adopted a remote-first, hybrid working operating model; and in recent years has enhanced parental leave policy, introduced family-friending working practices and has adopted a recruitment framework that encourages the consideration of part-time roles.

To further reduce the gender pay gap and become an employer of choice for all employees; Babington is undertaking a review of existing employment terms and conditions and investing in HR system, data and process improvements; incorporating recruitment, onboarding, people management and development.