



**Gender Pay Gap Reporting
Babington Business College Limited
for snapshot date 5 April 2024**

Summary:

Babington Business College seeks to develop better futures for organisations, individuals and the communities in which we operate. We seek to achieve this by supporting organisations and individuals unlock potential and perform at their very best.

Babington Business College Limited is a national training provider, delivering apprenticeships and commercial training across the UK funded by the Government through the Education and Skills Funding Agency (“ESFA”), Skills Development Scotland (“SDS”) and via a subcontracting agreement, the Department for the Economy Northern Ireland.

As one of the largest and most established apprenticeship providers in the UK, we’re an organisation of learning experts. Our national delivery and learner support teams have a diverse range of both education and industry backgrounds, allowing them to draw upon technical expertise and practical experience to provide optimal training solutions and learner engagement.

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 2024.

- Babington’s mean (average) gender pay gap at 5th April 2024 was 12.5% (compared to 11.2% in 2023 and 17.9% in 2022).
- Babington’s overall median gender pay gap at 5th April 2024 was 5.8% (compared to 8.6% in 2023 and 9.1% in 2022).

The sample covered 278 full-pay relevant employees, 28% (77) of whom were male and 72% (201) of whom were female; with the upper quartile banding (34% : 66%), upper-middle quartile banding (29% : 71%); and lower-middle quartile banding (32% : 68%) broadly reflecting this overall representation ratio; but the lower quartile banding diverging materially (16% : 84%).

	Male	Female	Total	Male	Female
Quartile 1 (Lower)	11	59	70	15.7%	84.3%
Quartile 2 (Lower-Middle)	22	47	69	31.9%	68.1%
Quartile 3 (Upper-Middle)	20	49	69	29.0%	71.0%
Quartile 4 (Upper)	24	46	70	34.3%	65.7%
	77	201	278	27.7%	72.3%

Gender Pay Gap (Female vs Male)	5th April 2024	5th April 2023	5th April 2022
Mean	12.5%	11.2%	17.9%
Median	5.8%	8.6%	9.1%

Next Steps:

Since the Covid-19 pandemic, Babington has adopted a 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.