



**Gender Pay Gap Reporting  
Babington Business College Limited  
for snapshot date 5 April 2025**

**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 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 are 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 2025.

- Babington’s mean (average) gender pay gap at 5<sup>th</sup> April 2025 was 15.0% (compared to 12.5% in 2024, 11.2% in 2023 and 17.9% in 2022).
- Babington’s overall median gender pay gap at 5<sup>th</sup> April 2025 was 7.3% (compared to 5.8% in 2024, 8.6% in 2023 and 9.1% in 2022).

The sample covered 258 full-pay relevant employees, 27% (69) of whom were male and 73% (189) of whom were female; with the upper quartile banding (41% : 59%), upper-middle quartile banding (23% : 77%); and lower-middle quartile banding (31% : 69%) broadly reflecting this overall representation ratio; but the lower quartile banding diverging materially (12% : 88%).

	Male	Female	Total	Male	Female
Quartile 1 (Lower)	8	56	64	12.5%	87.5%
Quartile 2 (Lower-Middle)	20	45	65	30.8%	69.2%
Quartile 3 (Upper-Middle)	15	50	65	23.1%	76.9%
Quartile 4 (Upper)	26	38	64	40.6%	59.4%
	<b>69</b>	<b>189</b>	<b>258</b>	<b>26.7%</b>	<b>73.3%</b>

Gender Pay Gap (Female vs Male)	5th April 2025	5th April 2024	5th April 2023	5th April 2022
Mean	15.0%	12.5%	11.2%	17.9%
Median	7.3%	5.8%	8.6%	9.1%

**Next Steps:**

In April 2025, Babington joined the Knovia Group, a collective of leading educating providers committed to delivering excellence in skills development and vocational training. This strategic move has broadened our ability, through shared strengths, to foster a culture of collaboration.

Since joining the Knovia Group, a key part of our Group reward strategy is to reduce the gender pay gap and we have established an action group and developed an action plan to address this area. There are a number of key actions that will be taking place over the coming months to address the gap, influenced by the fact that we employ significantly more women than men. However, the family friendly working practice already established within Babington will continue and further develop to ensure that we attract and retain the best colleagues.