

BPP Gender Pay Gap Report

As a training and education provider we actively encourage career progression based on hard work and talent, regardless of gender or any other form of bias. The knowledge and development of our workforce has a direct impact on the success of BPP.

We work tirelessly to ensure there is consistency and transparency for our staff and potential employees, with this report being an example of this.

What is the Gender Pay Gap?

The **gender pay** gap is the difference between the hourly rate of pay of male employees and female employees (as set out in the regulations), expressed as a percentage of the hourly pay rate of the male employees across the whole organisation. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.

In terms of **equal pay**, UK law prohibits paying different amounts to men and women who are doing 'like work', 'work of equal value' or 'work rated as equivalent' unless there is a 'genuine material factor' for the difference. This is based on the Equal Pay Act since the 1970s.

Mean vs Median figure reporting

We are required to report both median and the mean figures for this report. These metrics are complementary, and illustrate different aspects of the distribution of pay across an organisation.

Median - is a statistic commonly used in analysing both internal and external market norms, because it looks at the central tendency of the market or sample, showing the middle-most salary of a sample. Calculating the median involves taking all the salaries in a sample, lining

them up in order from lowest to highest, and picking the middle most salary.

Mean - is the overall average of the whole sample and can be subject to the influences of any extremely high or low salaries at the top or bottom of the sample, so the mean is much more subject to skewing by a small number of outliers.

The responsibilities of this report

We are required by UK legislation to share the data of our legal entities employing over 250 staff. This report reflects data for BPP University Ltd and BPP Professional Education Ltd on the Government website.

The information we are required to publish includes:

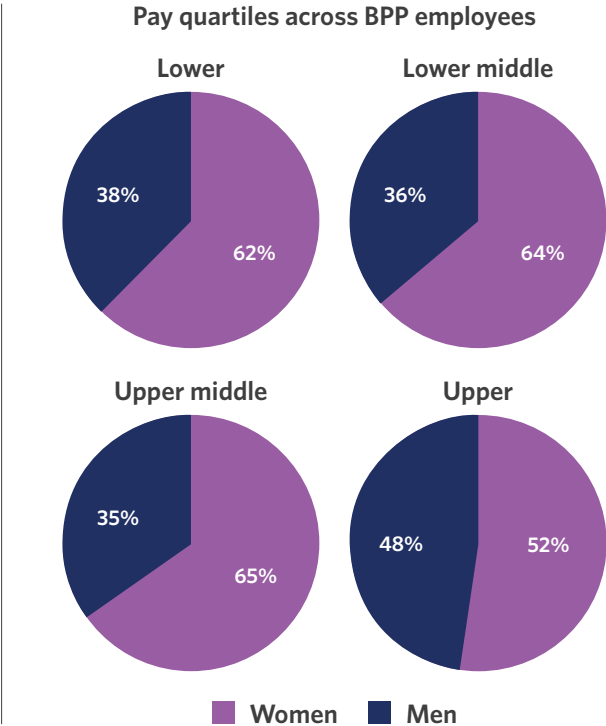
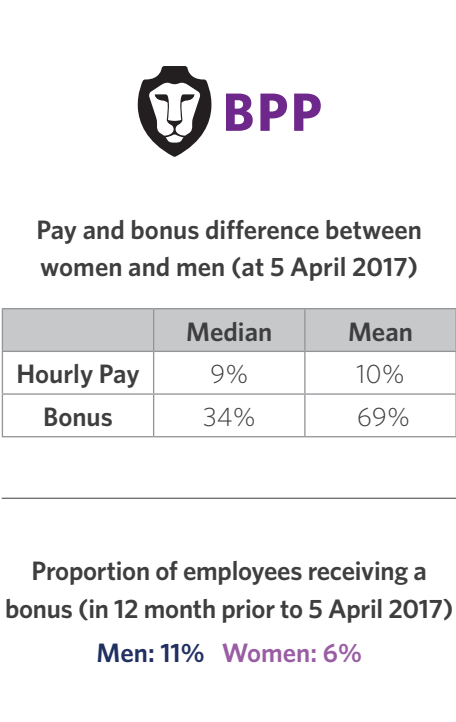
- The differences in mean/median pay between men and women calculated on the basis of equivalent hourly rates
- The distribution of men & women between pay band quartiles, calculated using the range of hourly pay rates
- The differences in mean and median bonus pay between men and women
- The proportion of men and women receiving a bonus in a year

In terms of a split by gender, our workforce consists of 61% female employees to 39% male.

ONS (Office for National Statistics) figures report the national median average is 18.4% - BPP has a median average of 8.8% and a mean of 10.3%.

The gender pay gap across the whole group

The gender pay gap across the whole group is shown by the diagram below.



The pay quartiles are relatively comparable to the distribution of gender in our workforce (61% female, 39% male) apart from the upper quartile. The key factor influencing the upper quartile result is a higher proportion of males in our most senior positions, which are our highest paid roles.

When looking at the bonus pay gap, this is again down to the distribution of gender within our workforce. We have a relatively small proportion of employees who received a bonus, limited to senior positions and sales roles.

Statutory Gender Pay Gap Reporting

The group statistics can be split down to show the University and Professional Education results separately as shown below.



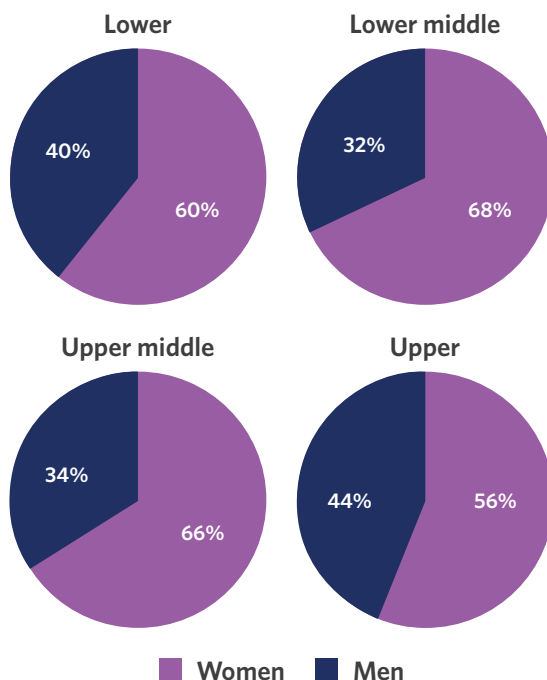
Pay and bonus difference between women and men (at 5 April 2017)

	Median	Mean
Hourly Pay	6%	6%
Bonus	25%	60%

Proportion of employees receiving a bonus (in 12 month prior to 5 April 2017)

Men: 11% Women: 6%

Pay quartiles across BPP University Ltd employees



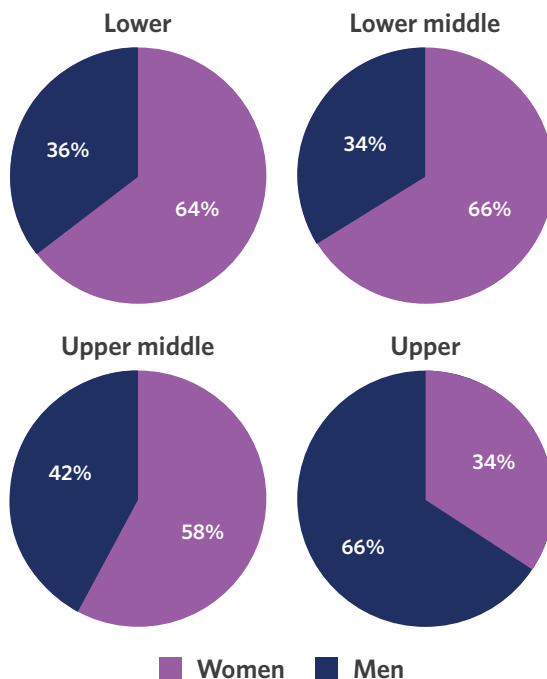
Pay and bonus difference between women and men (at 5 April 2017)

	Median	Mean
Hourly Pay	14%	17%
Bonus	59%	87%

Proportion of employees receiving a bonus (in 12 month prior to 5 April 2017)

Men: 18% Women: 7%

Pay quartiles across BPP Professional Education Ltd employees



What do we plan to do next?

We will continue to address any gaps and make sure our policies and practices are fair. This includes actively reviewing decisions around our annual performance, pay and bonuses.

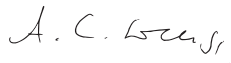
Declaration

We confirm that the information provided is accurate and in line with mandatory reporting requirements.



Graham Gaddes

Chief Executive Officer



Alison Wells

Director of Legal & HR