BPP Gender Pay Gap Report 2018.

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 indicative factor in consideration.

Our 2018 gender pay gap report shows that our pay remains largely unchanged compared to 2017. For the majority of employees within BPP University, the median gap has decreased. However, within BPP Professional Education it has increased. There is no one solution to addressing the challenge of a gender pay gap, but as a business we will continue to focus on who we recruit, retain and promote, as well as how we pay and reward performance.

In 2018 our workforce consisted of 61% female employees to 39% male.

ONS (Office for National Statistics) figures report the national median average is 17.8% - BPP has a median average of 11.5% and a mean of 11.9%.

The responsibilities of this report

BPP is required by UK legislation to share the data of our legal entities employing over 250 staff. This includes data for BPP University Ltd and BPP Professional Education Ltd on the Government website. We have also taken the decision to voluntarily provide data for BPP as a whole.

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 and 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 pay in a year

What is the Gender Pay Gap?

Gender Pay vs Equal Pay

The gender pay gap is the difference between the hourly rate of pay of male and female employees (as set out in the regulations), expressed as a percentage of the hourly pay rate of 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 has prohibited paying different amounts to men and women 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 the mean and median figures for this report.

These metrics are complementary and illustrate different aspects on the distribution of pay across an organisation.



The mean is calculated by adding the wage data of relevant employees, then dividing that figure by the number of employees involved. The mean gender pay gap is then derived by the difference between the mean female and male pay.

Gender pay gap across the whole group

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



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Pay and bonus difference between women and men (at 5 April 2018)

	Median	Mean
Hourly pay	11.5%	11.9%
Bonus	19.6%	28.9%

Proportion of employees receiving a bonus (in 12 months prior to 5 April 2018)

Women: 5.4% Men: 9.4%

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 who are predominately male.

Statutory gender pay gap reporting

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



BPP UNIVERSITY

Pay and bonus difference between women and men (at 5 April 2018)

	Median	Mean
Hourly pay	4.6%	7.7%
Bonus	25.6%	52.9%

Proportion of employees receiving a bonus (in 12 months prior to 5 April 2018)

Women: 4.6% Men: 6.8%





Pay and bonus difference between women and men (at 5 April 2018)

	Median	Mean
Hourly pay	21.2%	17.3%
Bonus	-8.7%	-39.1%

Proportion of employees receiving a bonus (in 12 months prior to 5 April 2018)

Women: 3.1% Men: 7.8%

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.

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A. C. Locus,

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