



THE BEDFORD ESTATES

Gender Pay Gap Report 2017

The Bedford Estates is required by law to publish an annual gender pay gap report.

This is The Estate's report for the snapshot date of 5 April 2017.

What is the gender pay gap?

This is the average difference between the mean or median hourly rates of pay that male and female colleagues receive.

The **mean pay gap** is the difference between average hourly earnings of men and women.

The **median pay gap** is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up from lowest to highest, and picks the middle-most salary.

Headline gender pay gap figures for the Bedford Estates

- The mean gender pay gap is 16.77%.
- The median gender pay gap is 12.34%.
- The mean gender bonus gap is 33.45%.
- The median gender bonus gap is 10.58%.
- The proportion of male employees receiving a bonus is 57.63% and the proportion of female employees receiving a bonus is 53.06%.



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Pay quartiles by gender

This chart below shows the gender split when we order hourly rate of pay from lowest to highest and group into four equal quartiles.

Band	Males	Females	Description
A	34.23%	65.77%	Includes all employees whose standard hourly rate places them in the lower quartile
B	40.54%	59.46%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	50%	50%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	61.49%	38.51%	Includes all employees whose standard hourly rate places them in the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Bedford Estate's gender pay gap

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.



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The Bedford Estates is committed to the principle of equal opportunities and equal treatment for all employees. The Estate has a number of policies including an Equal Opportunities policy and Recruitment & Selection policy in support of this.

The Estate is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Currently the pattern from the UK economy as a whole is reflected in the make-up of The Estate's workforce, where the majority of front-line staff are women, while the majority of line manager and senior manager roles are held by men.

This can be seen above in the table depicting pay quartiles by gender. This shows the Estate's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within the Estate, 65.77% of the employees in Band A are women and 34.23% men. The percentage of male employees increases throughout the remaining Bands, from 40.54% in Band B, 50% in Band C to 61.49% in Band D.

How does the Estate's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are able to say that overall the Estate's gap compares favourably with that of other organisations. It is difficult to compare accurately against an industry sector as overall the Estate operates in numerous sectors due to the diverse nature of the businesses within its operation.

The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4%. At 16.77%, the Estate's mean gender pay gap is, therefore, slightly lower than that of the whole economy.

The median gender pay gap for the whole economy (according to the October 2017 ONS ASHE figures) is 18.4%. At 12.34%, the Estate's median gender pay gap is, therefore, significantly lower than that of the whole economy.



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	The Bedford Estates	2017 ONS ASHE whole sector
Mean gender pay gap	16.77%	17.4%
Median gender pay gap	12.34%	18.4%

Gender Bonus Gap

The mean gender bonus gap and the median gender bonus gap for the Bedford Estates are at 33.45% and 10.58%. This reflects the higher proportion of men currently in more senior roles that attract a larger performance bonus.

The proportion of men at the Estate who received a bonus overall in the 12 months up to 5 April 2017 was 57.63%, while for women this was 53.06%.

Improving the Bedford Estates gender pay gap

While The Bedford Estate's gender pay gap compares favourably with that of the whole UK economy, this is not a subject about which the Estate is complacent, and it is committed to reducing the gap.

Many of our employees have been with the Estate for a long time and this shows we are a good employer to work for. However, lower turnover of employees, particularly at senior levels, limits the opportunity for new recruits, including women, to move into more senior roles and therefore it may be quite a time before we see a significant change in the gender balance of our employees.

We would like to see an equal number of men and women joining the Estate, however this does prove difficult as we have a number of business areas that traditionally attract high numbers of male to female applicants such as Woburn Golf Club, Farms and Woods and Maintenance teams. We intend to review and monitor the gender profiles of all the business areas throughout 2018 with a view of reducing the gender pay gap over time.

I, Paul Lindon, Executive Trustee, confirm that the information in this statement is accurate.

Signed:

Paul Lindon

Date: 22nd March 2018