



THE BEDFORD ESTATES

Gender Pay Gap Report 2018

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 2018.

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 15.16%. (The gap was 16.77% last year)
- The median gender pay gap is 9.06%. (The gap was 12.34% last year)
- The mean gender bonus gap is 46.22%. (The gap was 33.45% last year)
- The median gender bonus gap is 8.60%. (The gap was 10.58% last year)
- The proportion of male employees receiving a bonus is 61.95% and the proportion of female employees receiving a bonus is 54.57%. (It was 57.63% for males and 53.06% for females last year)

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.



THE BEDFORD ESTATES

Band	Males	Females	Description
A	40.54%	59.46%	Includes all employees whose standard hourly rate places them in the lower quartile
B	37.16%	62.84%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	50.68%	49.32%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	63.51%	36.49%	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.

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.



THE BEDFORD ESTATES

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, 59.46% of the employees in Band A are women and 40.54% men. The percentage of male employees increases throughout the remaining Bands, from 37.16% in Band B, 50.68% in Band C to 63.51% 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, as in the previous year, 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 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures is 17.1%. At 15.16%, 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 2018 ONS ASHE figures) is 17.9%. At 9.06%, the Estate's median gender pay gap is, therefore, significantly lower than that of the whole economy.

	The Bedford Estates	2018 ONS ASHE whole sector
Mean gender pay gap	15.16%	17.1%
Median gender pay gap	9.06%	17.9%

Gender Bonus Gap

The mean gender bonus gap and the median gender bonus gap for the Bedford Estates are at 46.22% and 8.60%. 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 61.95%, while for women this was 54.57%.



THE BEDFORD ESTATES

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 remains 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 2019 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.

Date: 25th March 2018