



THE BEDFORD ESTATES

Gender Pay Gap Report 2024

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 2024.

Summary – Gender Pay Gap

Background

Gender pay gap figures look at all the people employed in our Estate on the snapshot date (in this case 5 April 2024) and compare the pay of all the women to all the men using a prescribed methodology from the UK government. The estate has used the government's prescribed methodology when calculating the Estate's gender pay gap. The gender pay gap is different from unequal pay.

The gender pay gap looks at the:

- percentage of men and women in each hourly pay quartile;
- mean (average) gender pay gap for hourly pay;
- median gender pay gap for hourly pay;
- percentage of men and women receiving bonus pay;
- mean (average) gender pay gap for bonus pay;
- median gender pay gap for bonus pay.

Hourly pay includes and monetary payments, such as:	Bonus pay includes any rewards related to:
Basic pay	Profit sharing
Allowances	Productivity / performance
Pay for piecework	Incentive
Pay for leave	Commission
Shift premium pay	Long service award with a monetary value

Excluded are payments such as for overtime, pension, redundancy and benefits-in-kind, termination payments, loan schemes provided by the employer and payments for untaken leave.



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What is the median?

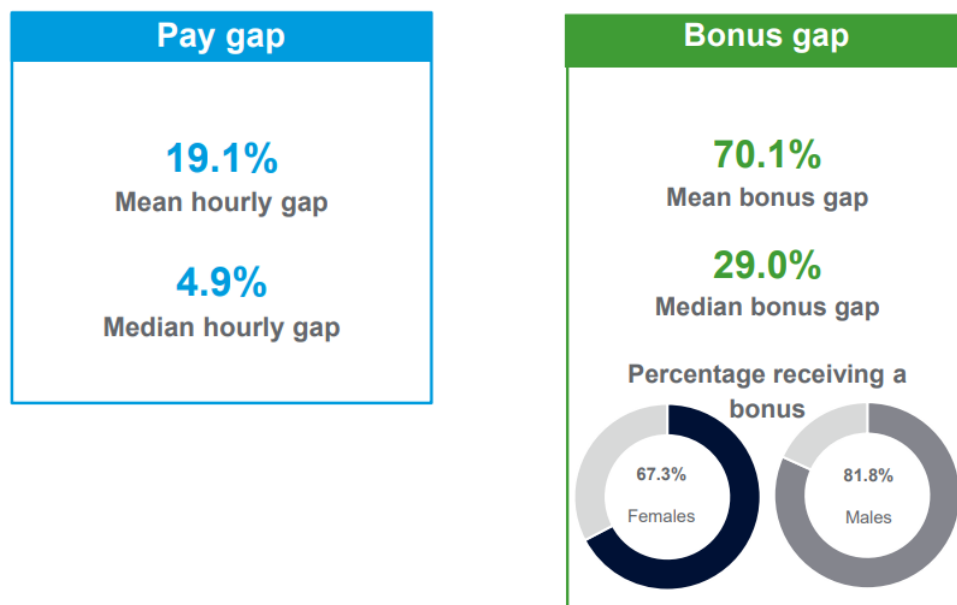
The median involves listing all the numbers in numerical order. The median is the middle number or a combination of the two middle numbers. The median for both men's and women's hourly pay is calculated, and the percentage difference is reported.

What is the mean?

The mean average involves adding up all the numbers and dividing the result by the number of values in the list. The mean average for both men's and women's hourly pay is calculated, and the percentage difference is reported.

What are the Pay Quartiles? The distribution of men and women is shown in pay quartiles. In simple terms, these are calculated by splitting the whole workforce into four equal sized bands based on hourly pay, from highest paid to lowest paid. The percentage of men and women is calculated for each band.

Headline gender pay gap figures for the Bedford Estates



Figures based on the following employee numbers



Your organisation	Relevant employees	Full pay relevant employees
Male	253	243
Female	205	193
Total	458	436



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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.

	Employees (%)	Lower	Lower middle	Upper middle	Upper
	55.7	47.7	43.1	66.1	66.1
	44.3	52.3	56.9	33.9	33.9

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 Estate and the salaries that these roles attract.



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This can be broadly 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 the Lower Quartile covering the lowest-paid 25% of employees and the Upper Quartile covering the highest-paid 25% of employees. 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. Within the Estate, 52.3% of the employees in the Lower Quartile are women and 47.7% are men. However, the percentage of female employees in the Upper Quartile is 33.9% with men at 66.1%.

How does the Estate's gender pay gap compare 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 among all employees in the UK in 2024 decreased to 13.1% (provisional figure according to the office of national Statistics -ONS). At 19.1%, the Estate's median gender pay gap is slightly higher than that of the whole economy.

	The Bedford Estates	2024 ONS whole UK
Mean gender pay gap	19.1%	13.1%

Gender Bonus Gap

The mean gender bonus gap and the median gender bonus gap for the Bedford Estates are at 70.1% and 29.0% respectively. This reflects the higher proportion of men currently in more senior roles that attract a higher performance bonus.

The proportion of men at the Estate who received a bonus overall in the 12 months up to 5 April 2024 was 81.8%, while for women this was 67.3%.

Improving the Bedford Estates gender pay gap

While The Bedford Estate's mean gender pay gap compares closely 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.



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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 will continue reviewing and monitoring the gender profiles of all the business areas throughout 2025 with a view of reducing the gender pay gap over time.