



Cambridge Arts and Sciences Limited

Gender Pay Report 2018

Introduction

Cambridge Arts & Sciences Limited (CASL) delivers a range of academic programmes to international students. As an employer of over 250 employees we are required to report our Gender Pay Gap and take pleasure in doing so for a second year, as it is giving focus to encourage change for the future.

We believe that, at CASL, we do not have an issue in terms of pay equality, but the lack of female representation in our senior management levels is a challenge, and any fluctuation in the small number of females in senior positions significantly affects our Gender Pay Gap.

We are determined to address the issues we face in attracting and developing females into senior positions. These issues are shared across our industry and we must work with other partners to provide the environment to implement long term sustainable solutions.

The following report identifies the reportable figures, as well as any movement since the prior year. It also explains the drivers for these changes and states our public commitment to change.

Statutory Reporting Requirement

Statutory Reporting Requirement	2018	2017
Mean Gender Pay Gap	7.9%	-5.9%
Median Gender Pay Gap	13%	0.7%

Statutory Reporting Requirement	2018	2017
Mean Gender Bonus Gap	56.7%	52.3%
Median Gender Bonus Gap	40.0%	36.5%
% Male Employees receiving a bonus	31.7%	31.4%
% Female Employees receiving a bonus	14.4%	19.4%



Pay Quartile Bands	2018		2017	
	Males	Females	Males	Females
A - Includes all employees whose standard hourly rate places them at or below the lower quartile	40.7%	59.3%	48.4%	51.6%
B - Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	35.0%	65.0%	38.5%	61.5%
C - Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile	53.3%	46.7%	47.7%	52.3%
D - Includes all employees whose standard hourly rate places them above the upper quartile	48.3%	51.7%	38.5%	61.5%

We confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Our Actions

When comparing the statistics for other organisations within the Education sector, CASL is proud to report a Gender Pay Gap which is significantly below the national mean gender pay gap of 14%.

At CASL the majority of our staff are female but between 2017 and 2018 the proportion of females in the bands above the median has dropped. The overall factor driving our 2018 results and the differentiation in our analysis is this significant under-representation of women at a senior level, leading inexorably to highest salaries and bonuses being paid to men.

We are continuing our actions to support structural change through:

Flexibility – continuing to offer the opportunity for employees to work flexibly within the organisation supporting both male and female employees in managing their work-life balance, and reviewing our family friendly policies.

Learning and Development – committing to improving our pipeline of female talent through a proactive approach to developing leadership skills and investing in our Apprenticeship programme for employees across the business.

Developing Our Culture – continuing the good work of our Culture Club and Women in CEG groups to share success stories, encourage knowledge sharing, provide clear female leadership voice and create an environment to facilitate career progression opportunities.

We remain committed to reporting our Gender Pay Gap on an annual basis.

David Newton, CEO, CATS Colleges