



Cambridge Arts & Sciences Limited

Gender Pay Report 2017

Cambridge Arts & Sciences Limited delivers a range of academic programmes to international students. We are reporting on our Gender Pay Gap for Cambridge Arts & Sciences Limited.

Statutory Reporting Requirement	%
Mean Gender Pay Gap	-5.9%
Median Gender Pay Gap	0.7%

Our gender pay gap review shows there is parity between male and female employees pay when considering median pay. Whilst the overall population has more female than male employees, further analysis shows there is a larger number of male staff employed in operational roles in comparison to academic roles within the organisation.

There is the opportunity for full-time, part-time and shift working within the organisation and a greater number of females are employed within part-time roles.

Statutory Reporting Requirement	%
Mean Gender Bonus Gap	52.3%
Median Gender Bonus Gap	36.5%
% Male Employees receiving a bonus is	31.4%
% Female Employees receiving a bonus is	19.4%

The mean and median gender bonus gap figures tell us that where bonus payments are used as part of the reward package a higher proportion of males received a bonus payment compared to females. This is because within the operational area of the business an attendance bonus was paid on the same basis to male and female employees. However, a higher number of male employees are employed in roles within this area which is reflected in the figures.

Pay Quartile Percentages	Males	Females
Includes all employees whose standard hourly rate places them at or below the lower quartile	48.4%	51.6%
Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	38.5%	61.5%
Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile	47.7%	52.3%
Includes all employees whose standard hourly rate places them above the upper quartile	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

We are committed to helping our employees and aim to do this through:

Flexibility – we will continue 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 – we are keen to encourage the development of talent within the organisation creating opportunities for all employees to develop and reach their potential.

Apprenticeships – we are developing our Apprenticeship programme to help employees starting out in their careers and to identify future leaders for our business.

Developing the Culture – we are taking positive steps towards developing our culture, communication and reward offering in the coming years.

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



Stuart White
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Karin Askham
Head of School, CSVPA