

## A message from Keith White, Managing Director of CRM Students

At CRM Students we believe that gender balance is an integral part of our business its development and performance. We have always been gender neutral in our processes and we encourage diversity and progression in all our employees whether male or female so everyone can reach their full potential. We believe that this shows in our gender pay gap results.

In line with the Government's introduction of Gender Pay Gap reporting we collected our data on the snapshot date of 5 April 2017. At this date we employed 257 staff of which 56% were women and 44% men.

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### Pay and Bonus Gap

We are pleased to report that CRM Students have a mean and median Gender Pay Gap that is significantly lower than the national average of 18.4%.

Our mean gender pay gap is the result of a predominantly male Senior Management Team (SMT). If we adjust the figures to balance the gender diversity at the SMT level then our mean gender pay gap drops from 7.6% to 1.8%.

Mean and median pay gap and bonus		
	Mean	Median
Hourly Pay	7.6%	0.7%
Bonus	15.2%	3.6%

This, along with our median gender pay gap of 0.7%, indicates that there are no restrictions at CRM Students and we will aim to maintain the status quo in our processes to ensure we continue to promote people through our business based on their ability and not their gender.

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### Proportion of men and women receiving a bonus

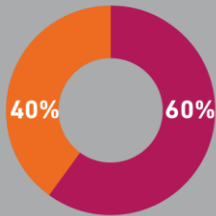


When looking at our bonus pay gap it is predominantly affected by the level at which bonuses are awarded, and more men occupy the higher salary roles. At CRM Students, we are confident that men and women are paid equally for doing equivalent jobs across our business taking into account regional differences.

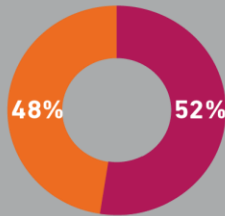
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## Pay Quartiles

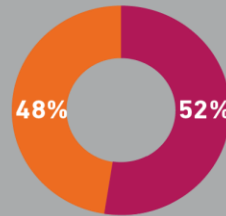
■ male ■ female



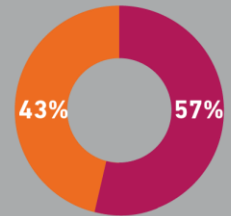
Lower quartile



Lower middle quartile



Upper middle quartile



Upper quartile

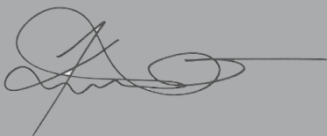
These charts show the gender distribution across CRM Students in four equally sized quartiles.

We are pleased to report that we have an even distribution of gender across all quartiles and we are fairly represented by men and women in each of the quartiles.

As an employer we are committed to ensuring gender diversity across our business. We have part time roles occupied by men and senior roles occupied by women. Our quartile statistics show this. We will continue to work hard to ensure that we maintain an even balance between gender splits and will continue to give opportunities to both men and women in any role.

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The data in this document is accurate and has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.



**Keith White**  
Managing Director