

A message from CRM Students Limited's CEO and Chairperson

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., especially in our Upper middle quartile which shows an increase in women in this quartile.

We collected our data on the snapshot date of 5 April 2018. On this date we employed 329 staff of which 54% were women and 46% men. This compares to 256 staff recorded last year. However, as a business CRM take in new sites to manage and we therefore take on more staff which has a significant effect on the reported percentages year on year due to the size of the company.

Pay and Bonus Gap

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

Our mean gender pay gap is the result of a predominantly male Senior Management Team (SMT) and a difference in the on call roles based on sites. If we adjust the figures to balance the gender diversity at the SMT level then our mean gender pay gap drops from 16.7% to 6.6%.

Mean and median pay gap and bonus		
	Mean	Median
Hourly Pay	16.7%	-2.1%
Bonus	30.9%	20%

This, along with our median gender pay gap of -2.1%, indicates that there are no restrictions at CRM Students and more women earn above the median hourly rate than men. We will aim to maintain our processes to ensure we continue to promote people through our business based on their ability and not their gender.

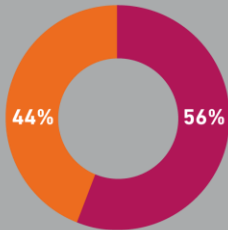
Proportion of men and women receiving a bonus



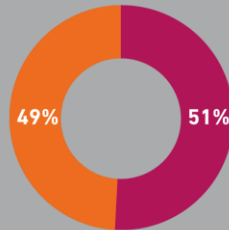
When looking at our bonus pay gap it is predominantly affected by the job role at which bonuses are awarded, and more men occupy the higher salary roles. At CRM Students, we are confident that men and women are paid equally for doing equivalent jobs across our business taking into account regional differences.

Pay Quartiles

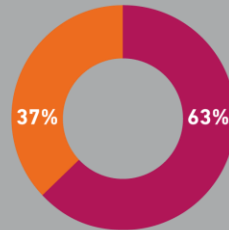
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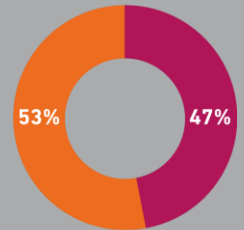
Lower quartile



Lower middle quartile



Upper middle quartile



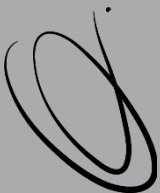
Upper quartile

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


We are pleased to report that we have a fairly even distribution of gender across all quartiles. We are fairly represented by men and women in the quartiles, with no significant bias to either gender. It is worth noting that in the Upper middle quartile the percentage of women has increase from last year from 52% to 63% which indicates women taking more managerial roles.

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.

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.



Stewart Moore
Chief Executive Officer



Keith White
Chairperson