

Gender Pay Gap Report 2017



campus living
villages





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INTRODUCTION



At Campus Living Villages, we are committed to building an inclusive culture in which all our people are treated equally.

We endeavour to treat everyone the same, regardless of their role and it is our aspiration to attract and develop talent, irrespective of gender, age or background, across all areas of our business to create an amazing environment for both our residents and our people.

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

We wholeheartedly support the Government's gender pay gap initiative and will continue to work hard to drive further changes that create an inclusive and fair environment for all.



WHAT IS THE GENDER PAY GAP?

The “gender pay gap” is a metric that measures the difference in the average hourly pay of all men and all women across an organisation, by reference to both mean and median figures. The pay taken into account includes basic pay, allowances and bonuses paid in April 2017 by Campus Living Villages.

Overall, our data shows that on average men are paid more than women with the difference being a median average of 15.6%.

The Office for National Statistics’ Annual Survey of Hours and Earnings 2017 report*, has presented the UK average gender pay gap to be 18.41% (median).

As of 5 April 2017, we had 244 colleagues 133 women (54.5%) and 111 men (45.5%), meaning we employ more women than men**.

15.60%

Median gender pay gap in hourly pay

(Median is the difference between the midpoints in the ranges of men’s and women’s pay)

21.10%

Mean gender pay gap in hourly pay

(Mean is the difference between the average of men’s and women’s pay)

We are doing well as an organisation with equal pay, but we do have a gender pay gap.

We know there is more work to do and will continue to work to reduce the gap, as well as encouraging diversity across all of our roles.

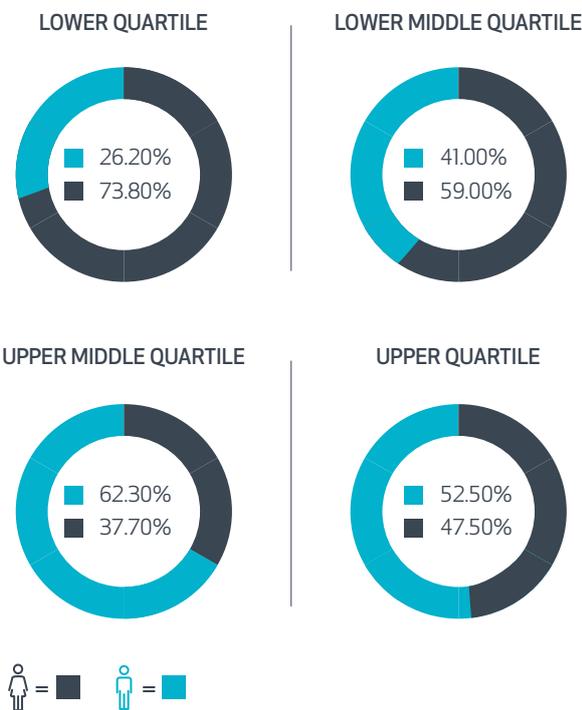
*Gender pay gap defined as the difference between men’s and women’s hourly earnings as a percentage of men’s earnings.

**All employers who have 250 or more employees on the snapshot date are required to report on the gender pay gap. However, our workforce has increased since 5 April 2017, and as of 3 April 2018, stands at 267.

What are quartiles?

Quartiles refer to the division of data into four equal-sized groups. When calculating gender pay gap data, the quartiles are calculated by listing all employees' earnings in order (from highest to lowest), and splitting them into four groups. This then allows you to calculate the proportion of men and women in each quartile.

To break the data down, we have split our 244 colleagues (as of 5 April 2017) into quarters, giving us four Pay Quartiles:



The majority of our Lower Quartile earners are women typically working in housekeeping roles, which can often attract Living Wage rates of pay at entry level. When we recruit for all our roles, they are all through gender-neutral means, but we have found more women take on these housekeeping roles than men. Just over half of the colleagues within the Lower Middle Quartile are women. A lot of admin and reception-based roles come into this quartile and we have seen slightly more women take on these positions.

As we look into the colleagues within the Upper Middle Quartile, we have found that there are more men than women. These roles are typically made up of maintenance-related positions and like the issue

we have had with the housekeeping roles, we find more men take up these opportunities, despite our gender-neutral means.

The Upper Quartile is where we have our most balanced amount of men and women. This shows a good mix of both genders in senior management roles such as Village Managers and the Regional Executive Team.

How about bonus pay?

As well as looking at the difference between men and women's hourly rate of pay, the report also identifies if there is a difference in the amount of men and women receiving bonus payments. Below shows the percentages of males and females who were paid any amount of bonus pay.



There is only a small difference in the proportion of bonuses received which we feel is down to more men using internal incentive schemes at the time.

The bonus payments do not only include any contractual-based bonuses, they also include internal incentives, such as 'Refer a Friend' and ideas from our Opportunities Register.

Women's median bonus pay is **0.3%** lower than men's.

Women's mean bonus pay is **30.3%** lower than men's.

Whilst the median gender bonus pay gap highlights that we typically pay both men and women equally through our bonus scheme, a few male employees in the most senior roles at that time contributed towards the 30.3% mean gender bonus pay gap, as seen above.