

# Gender pay gap

REPORT 2019



campus living  
villages





**Lee McLean**

UK CEO

“

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 16.30%.

The Office for National Statistics' Annual Survey of Hours and Earnings 2018 report\*, has presented the UK average gender pay gap to be 18.41% (median). Which shows that we're below the UK's average and improving our gender pay gap.

As of Thursday 05 April 2018, we had 269 colleagues. 144 women (53.5%) and 125 men (46.5%), meaning we employ more women than men\*\*.

**16.30%**

**Median gender pay gap in hourly pay**

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

**16.10%**

**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.

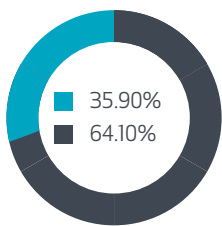
\*\*All employers who have 250 or more employees on the snapshot date are required to report on the gender pay gap. However, our workforce has increased since 5 April 2018, and as of 3 April 2019, stands at 275.

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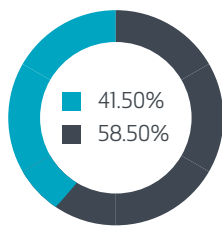
**What are quartiles?**

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.

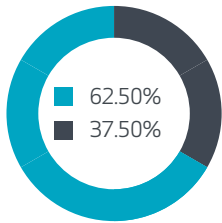
To break the data down, we have split our 269 colleagues (as of Thursday 05 April 2018) into quarters, giving us four pay quartiles:



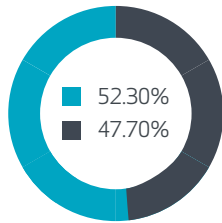
LOWER QUARTILE



LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE



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.

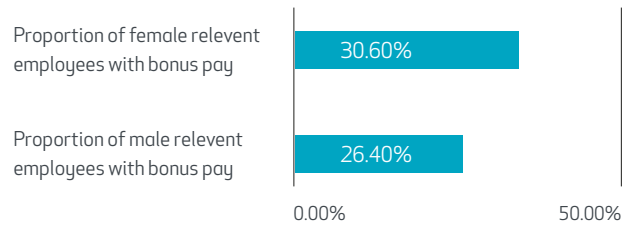
As we look into the colleagues within the upper middle quartile, we have found that there are more men than women. These roles are typically made up of maintenance-related positions and like the issue

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

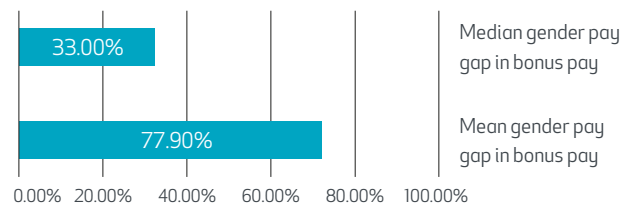
The upper quartile is where we have our most balanced amount of men and women. This shows a good mix of both genders in senior management roles such as Village Managers and the Regional Executive Team.

**How about bonus pay?**

By looking at the difference between both men's 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 has been a marginal increase in the number of women to men who received a bonus in 2018. We feel this relates to the increase in female employees recruited compared to the number recruited in 2018.



Although the number of women who received a bonus in this period has increased, males in senior roles during this period contributed towards the 77.90% mean gender bonus pay gap.

A recent recruitment drive in senior roles has attracted more senior female members of the staff population, therefore for future figures this should close the mean gender bonus pay gap.