

Gender pay gap

Report 2021



Foreword

At Campus Living Villages UK Limited, we are committed to fostering a diverse and inclusive environment in which everyone is treated equally and with respect.

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

Lee McLean

UK CEO



What is the gender pay gap?

The gender pay gap refers to the difference between the average earnings of those that identify as men or women employees across an organisation, by reference to both mean and median figures. The pay taken into account includes basic pay, allowances and bonuses paid on the snap-shot date of April 2020.

On 5th April 2020, 49.5% of our employees in the UK were women and 51.5% were men.

Overall, our data shows that on average men are paid more than women with the difference being a median average of 12%.

Campus Living Villages UK gender pay gap was 9% and median gender pay gap was 12%. This demonstrates a narrowing gap on last year's report. This is encouraging, given our commitment to inclusive hiring practices and pay equity, and is something we'll be working hard to continue to reduce further.

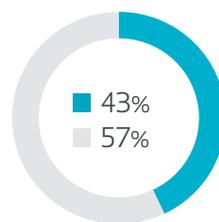
9% **Mean gender pay gap in hourly pay**
(2019: 16.1%)

12% **Median gender pay gap in hourly pay**
(2019: 16.3%)

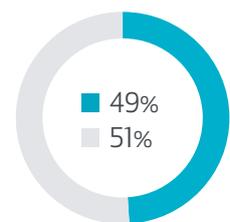
Gender representation in each quartile

When calculating gender pay gap data, the quartiles are calculated by listing all employees' earnings in order and splitting them into four groups. This then allows you to calculate the proportion of men and women in each quartile. The four quartiles are as follows:

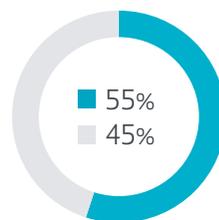
The majority of our lower quartile earners tend to be women, typically working in housekeeping roles. These roles currently attract living wage rates of pay at entry level, although the aim is to progressively move away from using national minimum pay rates to a more appropriate level of pay. When we recruit for all our roles, we use gender-neutral processes with the aim of trying to encourage a more even gender split.



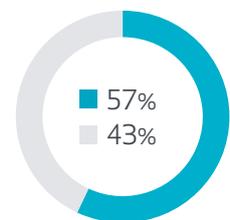
Lower hourly pay



Upper lower hourly pay



Upper middle hourly pay



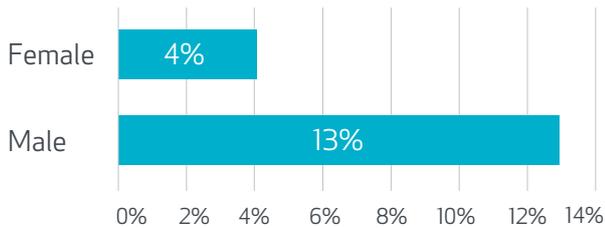
Upper hourly pay

■ Male
■ Female

How about bonus pay?

The report also identifies the difference in the number of men and women and any bonuses paid in the relevant period, we can see that in 2020, the percentage of males and females who received bonus payments.*

Percentage of men and women receiving bonus pay:



CLV operates a small discretionary bonus scheme and incentive scheme for limited roles within the business which are gender neutral. The schemes are based on company performance and as such only a very limited number of bonuses were paid. The reduction in bonus payments made, is reflected heavily in the reduction in both mean and median gender pay gap including bonus pay.

Analysis shows that during 2020, only 4% of our female population received bonus pay compared to 13% males (2019, 26.4% females and 30.6% males). It is anticipated that following a recent increase in females recruited to, and employed in senior roles, future figures will produce a more positive result relating to the mean gender bonus pay gap, such that we see it reduce.

43%

Mean gender pay gap using bonus pay
(2019: 77.9%)

-9%

Median gender pay gap using bonus pay
(2019: 33%)

Our Commitment

We are absolutely committed to providing an inclusive workplace in which every employee is valued, respected and able to progress based on merit.

The steps we have already taken to better support women throughout their careers have had an impact, and we will continue these initiatives to improve female representation and to ensure all our employees are aware of the opportunities available to them during their career.

As an organisation, we are committed to achieving gender parity. We will continue to develop and improve our recruitment and retention methods to ensure that female employees are able to progress into senior and executive positions across the company.

*In accordance with the government-required format, the bonus measurement includes commission, sales incentives, other allowances (such as relocation allowances) and bonus payments.