

## 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 Lower Middle and Upper Middle quartile which shows a negative pay gap in these quartiles.

We collected our data on the snapshot date of 5 April 2020. On this date we employed 241 staff of which 47% were women and 53% men. This compares to 266 staff recorded last year with a 55%/45% split. However, CRM Students' portfolio of client properties changes annually and these changes can have 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 maintained a mean Gender Pay Gap that is much lower than the national average of 15.5%, and down from 13.49% last year.

Our mean gender pay gap is the result of a predominantly male Upper Quartile (eg SMT, HoD) and a reduction in the on call roles based on sites. If we adjust the figures to balance the gender diversity in the Upper Quartile then our overall mean gender pay gap drops from 10.41% to -0.43%.

Mean and median pay gap and bonus		
	Mean	Median
Hourly Pay	10.41%	-0.22%
Bonus	24.27%	10%

This, along with our median gender pay gap of -0.22%, 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

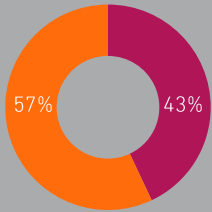


When looking at our bonus pay gap it is predominantly affected by the job role at which bonuses are awarded.

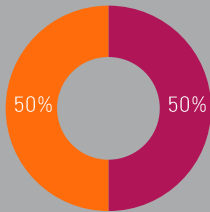
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## Pay Quartiles

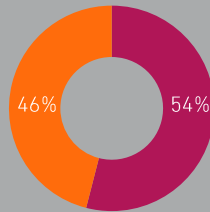
■ male ■ female



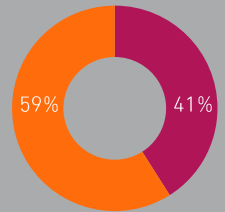
Lower quartile



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 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.

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. We can see across the quartiles that there has been an increase in the number of men employed across the business, thus bringing line a more balanced workforce

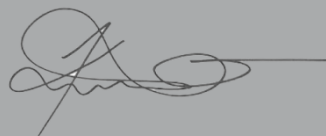
We will continue to work hard to ensure that we maintain an even balance between gender splits and will continue to give opportunities to both men and women in any role.

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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.



**Richard Skeels**  
Chief Executive Officer



**Keith White**  
Chairperson