

**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 2021. On this date we employed 253 staff of which 236 were relevant full pay employees for gender pay gap reporting purposes. 50% were women and 50% men. This compares to 241 staff recorded last year with a 47%/53% split. However, as a business CRM Students portfolio changes 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 lower than the national average of 15.4% in 2021 for full and part time employees

Our mean gender pay gap is the result of a predominantly male Upper Quartile (eg SMT, HoD).

There was also a direct result due to the furlough of staff in 2020 which impacts are reporting data.

Mean and median pay gap and bonus		
	Mean	Median
Hourly Pay	9.43%	-0.87%
Bonus	21.44%	10.79%

Our median gender pay gap of -0.87%, 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**

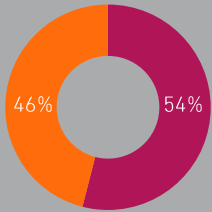


When looking at our bonus pay gap it is predominantly affected by the job role at which bonuses are awarded. At CRM Students, we are confident that men and women are paid equally for doing equivalent jobs across our business taking into account regional differences.

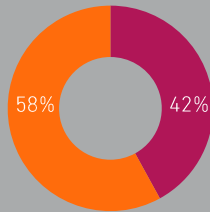
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## Pay Quartiles

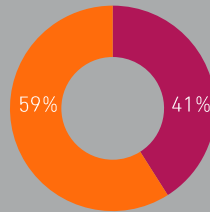
■ male ■ female



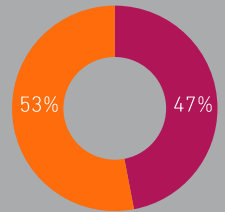
Lower quartile



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

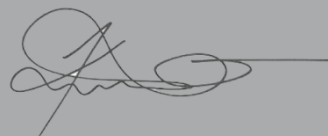
We will continue to work hard to ensure that we maintain an even balance between gender splits and will continue to give opportunities to both men and women in any role.

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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