

Our Gender pay gap reporting 2018.

Our aim is to create equality of opportunity regardless of gender, age, sexual orientation, ethnicity, socio-economic background and disability. We appoint people to roles based on merit and regardless of age, race, gender, marital status, sexual orientation, disability or religion and belief. However, we recognise that some groups are under-represented in our workforce and we are committed to ensuring that our employees reflect the make-up of the communities we operate within.

This is a commitment that begins at our executive team and flows throughout our organisation. At Cambian we are not afraid to challenge ourselves or the established ways of thinking and we realise that it is important to set ourselves ambitious targets which will drive positive change not just within our organisation but within the sector as a whole.

However we are also realistic and realise that there is a lot more to achieve with regards to equality of pay and are aware of the historical composition of social care and education. We are not unlike others within the sector and have a larger percentage of women employees to men; however we are able to report a balance and diversity within our most senior posts. Within our Executive Management Team we have 33% female representation and across our Operational Leadership Team an equal split between men and women

Background

From 6 April 2017 employers in Great Britain with more than 250 staff are required by law to publish gender pay gap figures annually on their own website and on a government website, specifically:

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

Pay reporting is based on the month including the snapshot date of 5 April (i.e. April 2017) and bonus reporting is based on the 12 months preceding each snapshot date (i.e. 1 April 2016 to 31 March 2017).

What is the gender pay gap?

The gender pay gap shows the difference in average pay between women and men. This is different to equal pay i.e. women and men receiving the same pay for the same role.

What are our legal obligations?

Cambian are obliged to report on the gender pay gap of any company with more than 250 employees. For 2018, this applies to:

- Cambian Asperger Syndrome Services Limited (CASL)

- Cambian Autism Services Limited (CASL)
- Cambian Childcare Limited (CCL)
- Cambian Whinfall School Limited (CWSL)

As an organisation we believe in transparency, however as such Cambian welcome the opportunity to present our gender pay gap report across our group.

What is our position?

	All entities	CASL	CASSL	CCL	CWSL
Mean gender pay gap	10.1%	2.3%	8.0%	5.2%	3.1%
Median gender pay gap	2.4%	2.2%	2.3%	4.9%	1.1%
Mean bonus gap	-5.9%	n/a	n/a	9.6%	-6.9%
Median bonus gap	2.5%	n/a	n/a	15.0%	-100%
Male bonus proportion	5.5%	n/a	n/a	4.8%	4.1%
Female bonus proportion	7.7%	n/a	n/a	5.9%	2.5%

Quartile (Female /Male)	All entities	CASL	CASSL	CCL	CWSL
Upper: 75-100%	63.3% / 36.7%	65.2% / 34.8%	69.0% / 31.0%	62.6% / 37.4%	65.0% / 35.0%
Upper Middle: 50-75%	66.2% / 33.8%	56.0% / 44.0%	67.6% / 32.4%	66.4% / 33.7%	63.9% / 36.1%
Lower Middle: 25-50%	65.1% / 34.9%	63.4% / 36.7%	65.7% / 34.3%	65.9% / 34.1%	66.9% / 33.1%
Lower: 0-25%	70.8% / 29.2%	64.8% / 35.2%	83.6% / 16.4%	77.1% / 23.0%	64.2% / 35.8%

What are the explanations for any gaps?

On a Group basis, the primary cause of the gender pay gap is that there are more female than male employees in lower paid roles. This is particularly notable in the Group central function.

The primary cause of the bonus gap is the number of bonuses issued within Sexual Trauma, where employees are predominately female. Few employees received bonuses centrally within the relevant period. The UK Office for National Statistics estimates a 17.4% mean gender pay gap across all industries in 2017; therefore, our mean gender pay gap is lower than the national average*

*Office for National Statistics, "All Employees - ASHE: Table 1.12 Gender Pay Gap", 2017 Provisional, www.ons.gov.uk/

How we are addressing the gender pay gap?

While our gender pay gap is significantly better than the national average, Cambian, remain committed to diversity and inclusion and are therefore committed to developing the following initiatives to try to increase gender diversity:

1. Evolving recruitment processes to ensure diverse talent is identified within our Group central function in particular
2. Reviewing and developing diversity and inclusion policies and practices across the whole organisation
3. Reviewing and benchmarking pay and bonuses to ensure equal pay across the whole of Cambian
4. Analysis of employee engagement & exit interview data for underlying trends of reasons for leaving which can then be addressed

Our statement

Although the results of our gender pay gap analysis are lower than the national average, we are not complacent and will keep our own performance in this area under ongoing review and seek to continuously improve the experience of all of our employees in respect of equality, diversity and inclusion.

We confirm that the information in this statement is accurate and have been calculated in accordance with gender pay gap reporting requirements as outlined within current legislation.

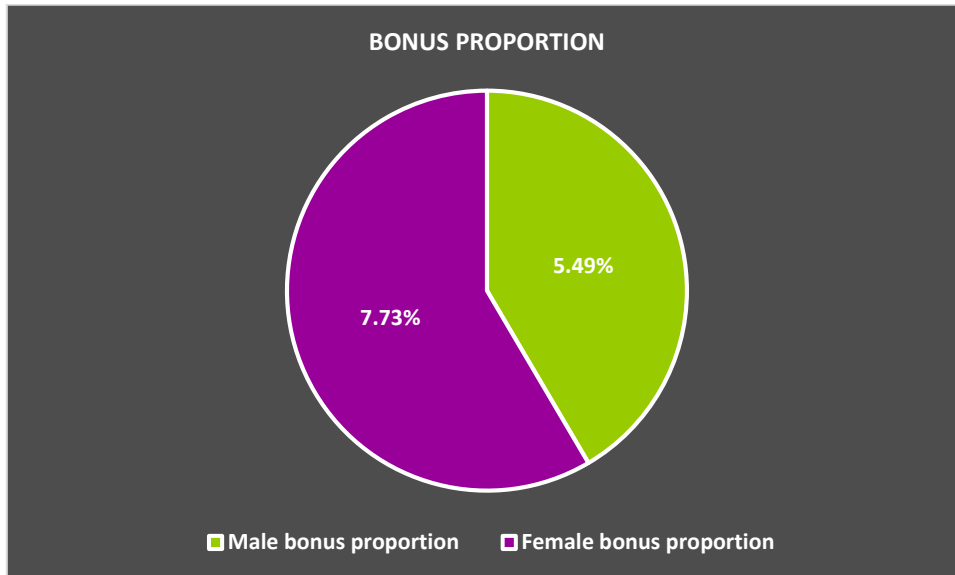
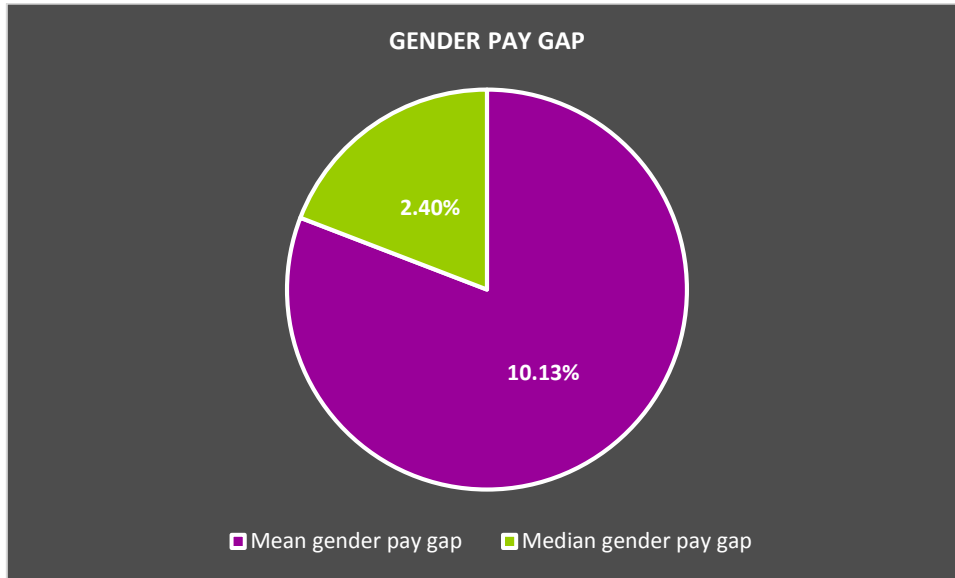


Anne Marie Carrie
Chief Operating Officer
Cambian Group plc

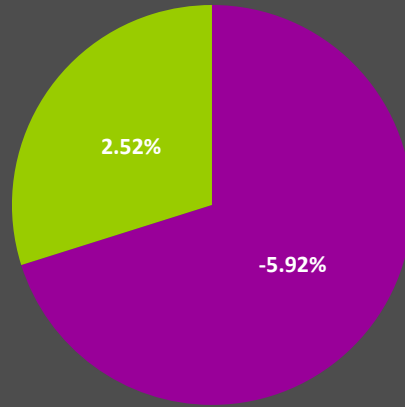


Rob Walker
Group Director of People
Cambian Group plc

What is our Position at Cambian?

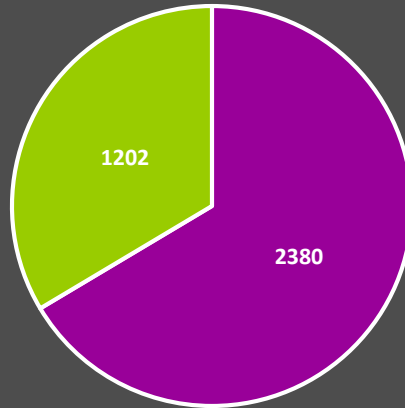


BONUS PAY GAP



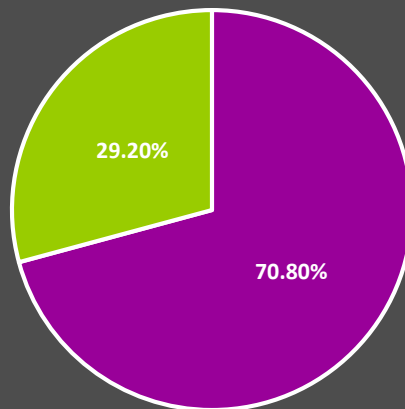
■ Mean bonus gap ■ Median bonus gap

Non Reportable No. of staff



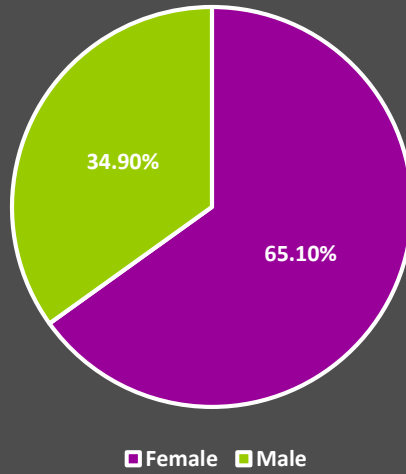
■ Female ■ Male

Quartile Lower: 0-25%

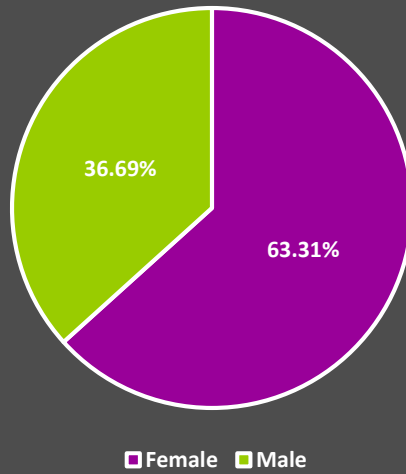


■ Female ■ Male

Quartile Lower Middle: 25-50%



Quartile Upper: 75-100%



Quartile Upper Middle: 50-75%

