

Our Gender Pay Gap Reporting 2019.

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.

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 for 2019 is based on the month including the snapshot date of 5 April (i.e. April 2018) and bonus reporting is based on the 12 months preceding each snapshot date (i.e. 1 April 2017 to 31 March 2018).

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. The Cambian Group is committed to the principles of the Equality Act 2010 and its related legislation.

What do we report?

The Cambian Group has four companies that employ more than 250 employees. For the 2018/19 period, these were the following:

- Cambian Autism Services Limited (CASL)
- Cambian Asperger Syndrome Services Limited (CSSL)
- Cambian Childcare Limited (CCL)
- Cambian Whinfell School Limited (CWSL)

The Cambian Group as an organisation believe in transparency and as such we welcome the opportunity to present our gender pay gap report across our group.

What is our position?

| | All entities | CASL | CSSL | CCL | CWSL |
|-------------------------|--------------|---------|-----------|---------|---------|
| Mean gender pay gap | 12.2% | 1.4% | 12.0% | 1.9% | 8.2% |
| Median gender pay gap | 3.0% | 3.0% | 4.3% | 2.3% | 5.0% |
| Mean bonus gap | 45.2% | (23.4%) | (60.7%) | 30.6% | (10.3%) |
| Median bonus gap | (10.3%) | (2.3%) | (350.0%)* | (33.3%) | 0.0% |
| Male bonus proportion | 11.0% | 1.7% | 3.3% | 14.6% | 10.9% |
| Female bonus proportion | 9.0% | 2.2% | 1.6% | 13.5% | 7.5% |

| Quartile (Female%/Male%) | All entities | CASL | CSSL | CCL | CWSL |
|--------------------------|--------------|-----------|-----------|-----------|-----------|
| Upper: 75-100% | 67.2/32.8 | 68.7/31.3 | 63.9/36.1 | 68.0/32.0 | 70.7/29.3 |
| Upper Middle: 50-75% | 68.1/31.9 | 63.0/37.0 | 76.7/23.3 | 67.6/32.4 | 59.6/40.4 |
| Lower Middle: 25-50% | 68.0/32.0 | 65.9/34.1 | 75.6/24.4 | 71.3/28.7 | 65.0/35.0 |
| Lower: 0-25% | 74.8/25.2 | 71.1/28.9 | 77.9/22.1 | 72.0/28.0 | 80.3/19.7 |

*This gap is heightened by a small number of bonuses paid in the relevant period

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 UK Office for National Statistics reported a 17.9% mean gender pay gap across all industries in 2018. Our mean gender pay gap is therefore lower than the national average*

The primary cause of the mean bonus gap is incentive based pay within certain central teams that are predominately male. Across the group, more women received bonuses within the relevant period.

*Office for National Statistics, "Gender pay gap in the UK: 2018", 25 October 2018, www.ons.gov.uk/

How we are addressing the gender pay gap?

While our gender pay gap is better than the national average, the Cambian Group remains 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.



Jeremy Wiles
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