

Gender pay gap report

At Cambridge Assessment we fully support the Government's initiative to highlight gender pay gaps within organisations in the UK and we are committed to publishing our UK gender pay gap.

We have recently completed our first year of gender pay gap reporting and are pleased to share this data with you.

The gender pay gap measures the difference in the average earnings between men and women across an organisation. This is different from equal pay, which ensures men and women receive equal pay for equal work. As discussed in our report our gender pay gap is explained by the proportions of men and women across the organisation and we are confident is not due to any pay disparity across equal work. Cambridge Assessment's reward structure supports the fair treatment and reward of employees, irrespective of gender.

At Cambridge Assessment we feel the diversity of our workforce makes a positive and important contribution to our continuing business success. Closing the gender pay gap will take time, but we are committed to improving our ability to provide opportunities to both existing and new employees to progress on the basis of ability alone. Together our current and future initiatives will help to provide an environment and culture that supports our aim.

A handwritten signature in white ink, appearing to read 'Liz Allan', positioned to the right of the portrait photo.

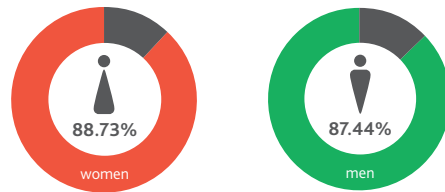
Liz Allan
Group Human Resources Director

Gender pay figures for Cambridge Assessment

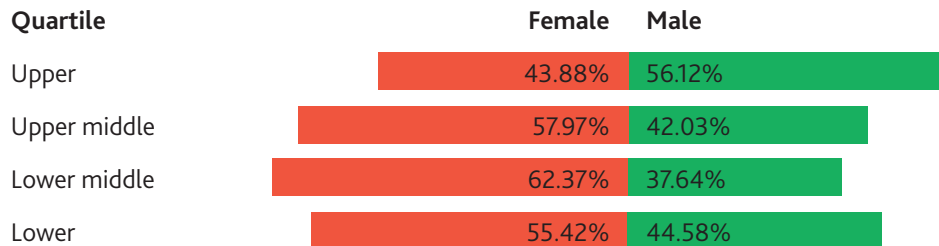
The tables below show the overall mean and median gender pay gap. This data is based on the hourly rates of pay as at the snapshot date of 31 March 2017. The data also shows the bonus gap, using bonuses paid in the year up to 31 March 2017.

	Median	Mean
Gender pay gap	9.07%	12.09%
Gender bonus gap	3.06%	18.82%

The proportion of men and women receiving a bonus payment



Proportion of women and men in each quartile band



We confirm that the Cambridge Assessment gender pay gap calculations are accurate and that they meet the requirements of the regulations, applying the methodology provided in the Equality Act 2010 (Gender Pay Gap Information) correctly

The data within this report is representative of Cambridge Assessment in the UK. Cambridge Assessment is the trading name for the University of Cambridge Local Examinations Syndicate ("UCLES") and subsidiaries. UCLES is a department of the University of Cambridge.

The gender pay gap data for this department has been reported in the University organisation data and is available [here](#). Oxford, Cambridge and RSA Examinations ("OCR") is a separate entity and therefore under the regulations we are required to report the gender pay gap separately which can be viewed [here](#).

Cambridge Assessment functions as one organisation and we therefore think it is important to consider the picture for all employees together. Our initiatives to reduce the gender pay gap are therefore Group-wide.

Understanding our gap

The main driver for the overall gender pay gap in Cambridge Assessment is the distribution of men and women across the organisation. We have a lower proportion of women in senior roles in the organisation and larger distributions in the middle quartiles.

Similarly, our bonus gap is driven by the lower proportion of women in senior positions where higher bonuses are paid.

Across Cambridge Assessment our representation at our most senior management level is 68.75% male, with more women represented at our professional level and a more equal split of men and women at our other levels.

Our action plan

Cambridge Assessment is committed to driving positive change in our gender pay gap through Group initiatives and promoting equality and inclusivity for employees.

- Support aspiring women – ensure women continue to be well represented on our Group leadership programmes and support and encourage them in the leadership forum.
- Continue to ensure recruitment and reward principles promote equality of opportunity. Develop a bias free approach with no reference to working hours in job adverts.
- Continue to encourage a positive work-life balance across the organisation whilst retaining equal opportunities for career progression. Support flexible working arrangements across all levels of the organisation.