

Gender Pay Gap Report

This report provides a summary of our Gender Pay Gap information for 2020. In line with all previous year's reporting and the requirements upon us, it is based on pay for UK colleagues. Please note that for reporting purposes, 'male/men' and 'female/women' reflects HMRC's identification of our people.

The data in this report was captured on 31 March 2020 and shows a decrease in our Gender Pay Gap of 1.24% from the previous year. While this figure represents the median pay gap, we have also seen a decrease of 0.93% for the mean pay gap. As such, the median gap in pay between male and female employees at Cambridge Assessment is 7.49%, while the mean is 8.59%.

Over the four years that we have reported on our gender gap, we have made considerable progress. However, because of the date that this was captured, we are not yet seeing the impact of the Covid-19 pandemic and what the huge societal and organisational disruption of 2020 will mean for us and for gender equality in general. Our challenge now is to maintain progress and mitigate the challenges of the last 12 months.

There are a several ways in which we are doing this. Firstly, we remain committed to flexible working, wellbeing and empowering all colleagues to manage the demands of both work and life in a way that still allows growth and development. To help navigate this, we are regularly checking in with our people through surveys and other feedback mechanisms in order to understand the impacts on both individuals and groups. Second, we are currently recruiting a Director of Equality, Diversity, Inclusion and Belonging to start in the first half of 2021. This role will provide an essential lens to make sure that we are effectively responding to societal issues and that the organisational changes we are embarking on are fair and transparent. Third, we will continue to invest in our Staff Networks as a mechanism to amplify the employee voice and provide support to communities and individuals, especially as we come together and integrate with Cambridge University Press.

I can confirm that the data and information reported are accurate as of 31st March 2020 and that they meet the requirements of the regulations, applying the methodology provided in the Equality Act 2010 (Gender Pay Gap Information).



Janet Scotcher
Director of HR and Transformation

Overall gender pay figures for Cambridge Assessment

Our overall mean and median gender pay gap data are based on the hourly pay rates of full time and part time employees on the snapshot date of 31 March 2020. The data also shows our bonus gap, using bonuses paid in the year up to 31 March 2020. Note: 2019 data is shown in brackets.

| | Median | Mean |
|------------------|-----------------|-----------------|
| Gender pay gap | 7.49% (8.73%) | 8.59% (9.52%) |
| Gender bonus gap | 10.42% (11.69%) | 19.79% (33.03%) |

Proportion of women and men in each quartile band

| Quartile | Female | Male |
|--------------|-----------------|-----------------|
| Lower | 55.29% (54.98%) | 44.71% (45.02%) |
| Lower Middle | 62.88% (64.43%) | 37.12% (35.57%) |
| Upper Middle | 57.82% (56.53%) | 42.18% (43.47%) |
| Upper | 45.97% (45.96%) | 54.03% (54.04%) |

Between the snapshot dates of 31 March 2019 and 31 March 2020, our median gender pay gap for Cambridge Assessment as a whole reduced by 1.24% while the mean gap reduced by 0.93%.

As in previous years, the main driver of this is the distribution of men and women across pay quartiles within Cambridge Assessment. In that 12-month period, we saw a small rise (to 57.82% and 45.97% respectively) in the proportion of women in the upper middle and upper pay quartiles, along with a decrease (to 62.88%) in the lower middle quartile.

One area in which there has been a significant change is the increase in the median hourly rate (to account for both full and part time contracts) for women, by £0.22 to £17.16, compared to a small decrease of £0.01 for men - to £18.55.

Within Cambridge Assessment, bonuses are not widely used. In addition to the Group-wide discretionary bonus scheme, other schemes in operation are Short and Long Term Incentive Plans (STIP and LTIP) which apply primarily to Board members.

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](#).

Taking action: progress in 2020

Progress in 2020

Flexible working

The events of 2020 meant that our flexible working processes and support mechanisms were more important than ever. In March 2020, we enabled all colleagues to work from home, including through the provision of technology and support for wellbeing. Our engagement surveying has demonstrated that people are receiving excellent support from managers and that they are generally satisfied with our current flexible working provision. However, there are significant concerns around the burdens that balancing home schooling, caring or self-care with high work demands are having (especially female parents and carers) and the impact this is having on engagement, satisfaction and perceptions of career opportunities. All senior managers have been briefed with data that highlights these trends. Throughout 2021 we will implement processes and communications that continue to support wellbeing and flexibility. In August 2020, we were named by Working Families as one of the UK's Top 30 employers for flexible working.

Inclusive leadership

In August 2020, we developed and launched a programme of focussed and customisable Unconscious Bias training sessions in partnership with Pearn Kandola, and which included training-up 10 delivery leads to ensure this programme could continue beyond August. Through this mechanism we have aimed to target areas in which we are seeing lower scores in respect of perceptions of career progression, as gathered through engagement surveying. In 2021, delivery will continue and expand, with the scope widening to encompass the Press.

Equality, Diversity and Inclusion strategy

At a critical time for our organisations, as Cambridge Assessment and Cambridge University Press work to fully integrate in August 2021, recruitment is underway for a Director of Equality, Diversity, Inclusion and Belonging (EDIB). This post will be filled in the first half of 2021 and the

remit will include taking ownership of our EDI strategy to ensure positive outcomes for all those with protected characteristics. This will be possible by creating a clear organisational position on EDIB, providing constructive challenge at all levels and driving continual cultural improvements. Additionally, this will include enhancing processes to reduce our pay gaps and provide opportunities for all colleagues to develop their careers and balance work and life demands.

Ongoing activity

Along with all of our active and vibrant Staff Networks, the 'Parents and Carers' and 'Women in Leadership' networks have played a driving role in amplifying the employee voice and ensuring that feedback is collated and heard at the most senior levels in order to influence communications and policies that impact our people. All of our networks have been hugely influential in sharing and promoting inclusive practice guidelines, feeding back on our key processes and highlighting areas for improvement. This has enabled us to make informed decisions about how we can continue to effectively engage and include all of our people in organisational decision-making and the cultural changes that impact people's perceptions of, and future with, us.

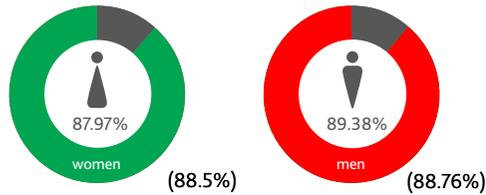
Throughout 2020, we conducted a bi-monthly programme of pulse survey, focussed on engagement and wellbeing in response to the covid-19 pandemic, the announcement of our integration and wider organisational and societal changes. We have worked hard to ensure that all leaders have been fully engaged in understanding and responding to feedback in a way that has enabled people to feel supported and heard. We have also made several improvements to our Talent Acquisition processes, including greater targeting of job boards aimed at women and embedding a diversity monitoring form in Success Factors.

Gender pay figures for Cambridge Assessment English

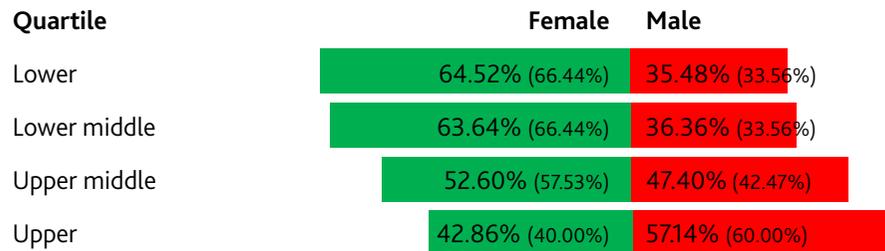
Our overall mean and median gender pay gap data are based on the hourly pay rates of full time and part time employees on the snapshot date of 31 March 2020. The data also shows our bonus gap, using bonuses paid in the year up to 31 March 2020. Note: 2019 data is shown in brackets.

| | Median | Mean |
|------------------|---------------|---------------|
| Gender pay gap | 10.3% (12.4%) | 13.2% (14.6%) |
| Gender bonus gap | 19.3% (18.1%) | 4.3% (14.7%) |

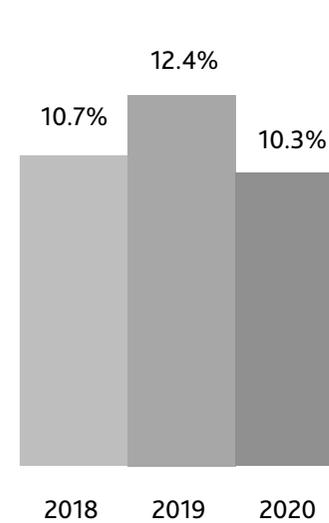
The proportion of women and men receiving a bonus payment



Proportion of men and women in each pay band

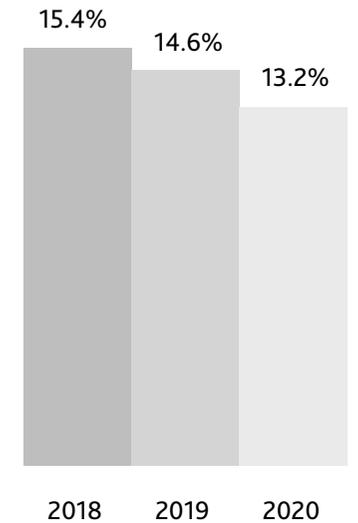


Median Pay Gap: 2018-2020



Cambridge English

Mean Pay Gap: 2018-2020



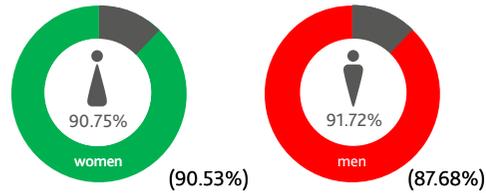
Cambridge English

Gender pay figures for OCR

Our overall mean and median gender pay gap data are based on the hourly pay rates of full time and part time employees on the snapshot date of 31 March 2020. The data also shows our bonus gap, using bonuses paid in the year up to 31 March 2020. Note: 2019 data is shown in brackets..

| | Median | Mean |
|------------------|---------------|---------------|
| Gender pay gap | 18.7% (17.0%) | 14.2% (13.6%) |
| Gender bonus gap | 22.3% (17.1%) | -0.5% (29.2%) |

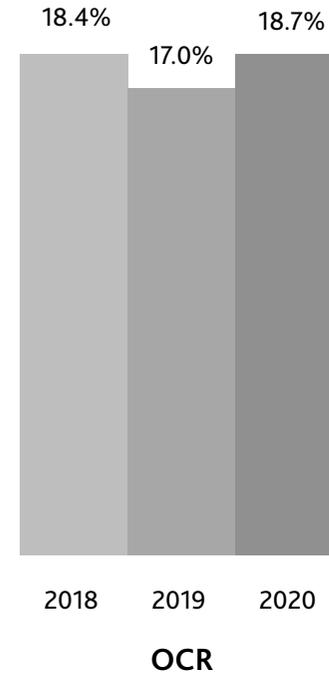
The proportion of women and men receiving a bonus payment



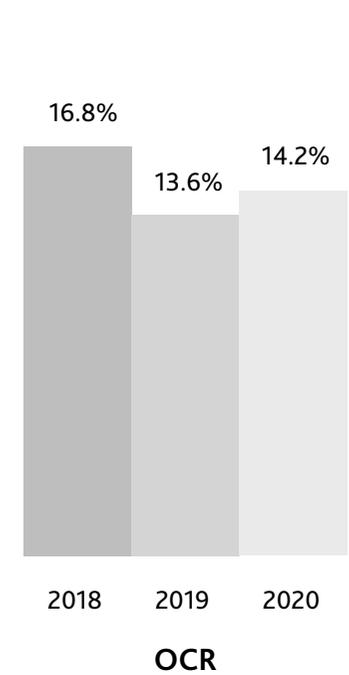
Proportion of men and women in each pay band

| Quartile | Female | Male |
|--------------|-----------------|-----------------|
| Lower | 73.39% (70.71%) | 26.61% (29.29%) |
| Lower middle | 71.56% (73.00%) | 28.44% (27.00%) |
| Upper middle | 67.89% (66.67%) | 32.11% (33.33%) |
| Upper | 53.70% (52.00%) | 46.30% (48.00%) |

Median Pay Gap: 2018-2020



Mean Pay Gap: 2018-2020

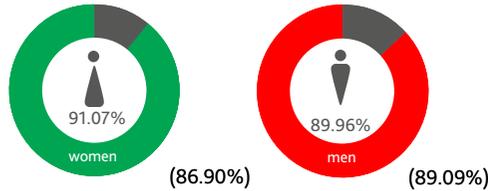


Gender pay figures for Cambridge Assessment International Education

Our overall mean and median gender pay gap data are based on the hourly pay rates of full time and part time employees on the snapshot date of 31 March 2020. The data also shows our bonus gap, using bonuses paid in the year up to 31 March 2020. Note: 2019 data is shown in brackets.

| | Median | Mean |
|------------------|--------------|-----------------|
| Gender pay gap | 3.8% (5.9%) | 5.4% (4.6%) |
| Gender bonus gap | -3.4% (6.3%) | -12.4% (-14.5%) |

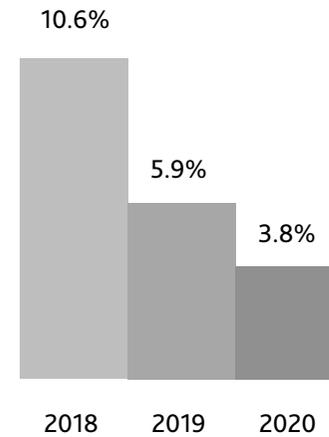
The proportion of women and men receiving a bonus payment



Proportion of men and women in each pay band

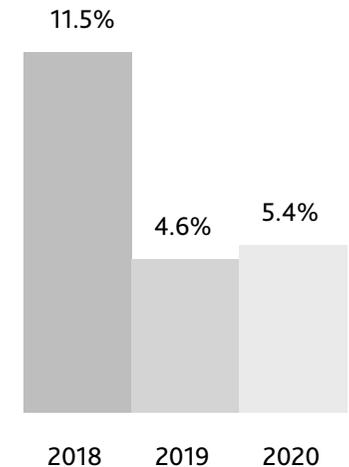
| Quartile | Female | Male |
|--------------|-----------------|-----------------|
| Lower | 59.35% (61.90%) | 40.65% (38.10%) |
| Lower middle | 70.13% (68.03%) | 29.87% (31.97%) |
| Upper middle | 66.23% (65.31%) | 33.77% (34.69%) |
| Upper | 55.84% (56.16%) | 44.16% (43.84%) |

Median Pay Gap: 2018-2020



Cambridge International

Mean Pay Gap: 2018-2020



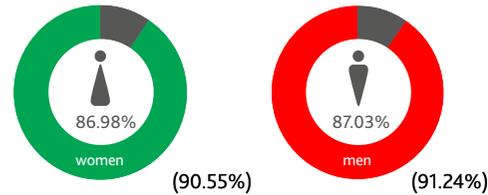
Cambridge International

Gender pay figures for Corporate Services Division

Our overall mean and median gender pay gap data are based on the hourly pay rates of full time and part time employees on the snapshot date of 31 March 2020. The data also shows our bonus gap, using bonuses paid in the year up to 31 March 2020. Note: 2019 data is shown in brackets.

| | Median | Mean |
|------------------|--------------|---------------|
| Gender pay gap | 1.33% (4.6%) | 3.5% (6.4%) |
| Gender bonus gap | 14.6% (6.1%) | 30.6% (49.3%) |

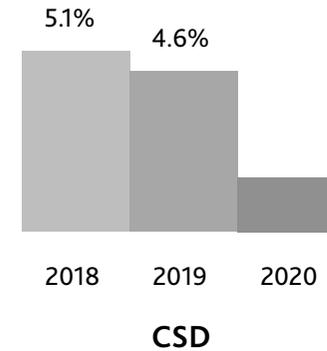
The proportion of women and men receiving a bonus payment



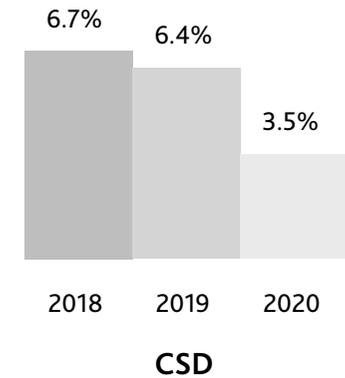
Proportion of men and women in each pay band

| Quartile | Female | Male |
|--------------|-----------------|-----------------|
| Lower | 39.90% (41.05%) | 60.10% (58.95%) |
| Lower middle | 49.75% (47.37%) | 50.25% (52.63%) |
| Upper middle | 44.33% (43.68%) | 55.67% (56.32%) |
| Upper | 41.58% (39.15%) | 58.42% (60.85%) |

Median Pay Gap: 2018-2020



Mean Pay Gap: 2018-2020

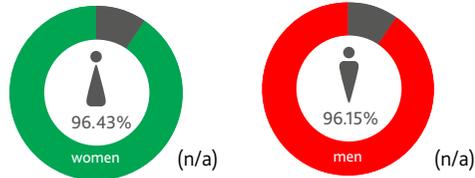


Gender pay figures for Centre for Evaluation and Monitoring

Our overall mean and median gender pay gap data are based on the hourly pay rates of full time and part time employees on the snapshot date of 31 March 2020. The data also shows our bonus gap, using bonuses paid in the year up to 31 March 2020. Note: This is the first year that we have reported for CEM, and so we don't have a comparison to previous year.

| | Median | Mean |
|------------------|-------------|-------------|
| Gender pay gap | 7.6% (n/a) | 8.5% (n/a) |
| Gender bonus gap | 17.9% (n/a) | 18.4% (n/a) |

The proportion of women and men receiving a bonus payment



Proportion of men and women in each pay band

| Quartile | Female | Male |
|--------------|--------------|--------------|
| Lower | 69.23% (n/a) | 30.77% (n/a) |
| Lower middle | 46.15% (n/a) | 53.85% (n/a) |
| Upper middle | 46.15% (n/a) | 53.85% (n/a) |
| Upper | 38.46% (n/a) | 61.54% (n/a) |