

## Gender pay gap report

As a department of the University of Cambridge, Cambridge Assessment shares its mission to advance learning, knowledge and research. Our gender pay gap data is reported formally within the [University's overall pay gap report](#), and on the [Government's Gender Pay Gap Reporting website](#). We've opted to also publish our gender pay gap data separately.

This report provides a summary of our gender pay gap information for 2021. In line with all previous year's reporting and the requirements upon us, it is based on pay for UK colleagues for Cambridge Assessment. 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 2021 and shows the median gap in pay between male and female employees at Cambridge Assessment is 8.47% and the mean is 8.90%. This is about the same as last year, with a slight increase in our median gender pay gap of 0.98% and an increase of 0.31% for our mean pay gap from 2020.

I can confirm that the data and information reported are accurate as of 31 March 2021 and meet the requirements of the regulations, applying the methodology provided in the Equality Act 2010 (Gender Pay Gap Information).



**Janet Scotcher**  
Chief people officer

Last year we made a range of commitments to close the gender pay gap, aligned with Cambridge University Press as we began coming together. Now we are one organisation, Cambridge University Press & Assessment, we continue to emphasise our commitment to equality, diversity, inclusion and belonging.

We aim to build on the progress made as separate organisations, with a single plan of action to tackle our gender pay gap. Our four priorities for the year ahead are to:

- create diverse shortlists for recruitment and promotions, to build better gender balance across all job levels
- as part of our approach to flexible working, we will emphasise the option for part-time working in all roles at all job levels, so responsibilities outside of work are not a barrier to career progression
- review gender pay gap regionally, so we get a global perspective on our gender pay gaps
- continue role alignment, which will enable greater pay transparency across all areas of our organisation.

Empowering all colleagues to manage the demands of both work and life in a way that allows growth and development enables all our colleagues to pursue their potential.

Our first gender pay gap report as Cambridge University Press & Assessment will be published in March 2023.

## 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 2021. The data also shows our bonus gap, using bonuses paid in the year up to 31 March 2021. Note: 2020 data is shown in brackets.

	Median	Mean
Gender pay gap	8.47% (7.49%)	8.90% (8.59%)
Gender bonus gap	22.20% (11.69%)	59.05% (19.79%)

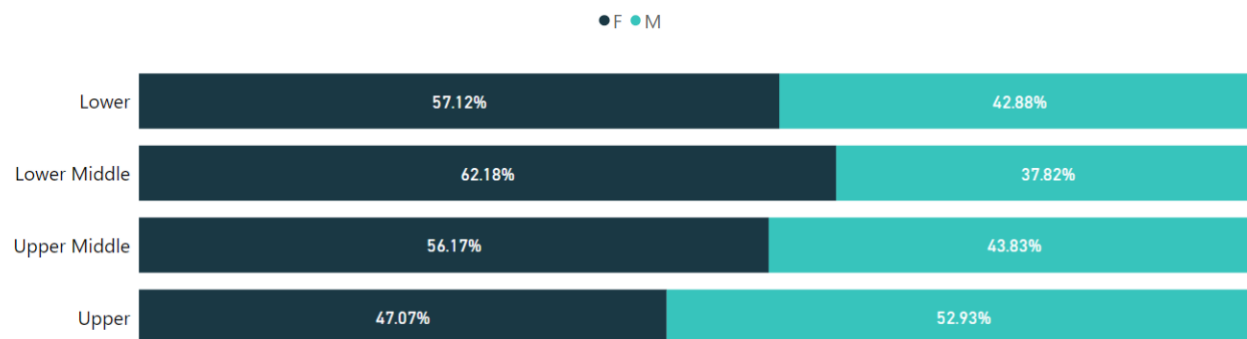
Between the snapshot dates of 31 March 2020 and 31 March 2021, our median gender pay gap for Cambridge Assessment as a whole increased by 0.98% while the mean gap increased by 0.31%.

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 in the proportion of men in the upper middle (2020 figure 42.18%) and lower middle (2020 figure 37.12%) pay quartiles. We saw a slight increase in the proportion of females in the upper (2020 figure 45.97%), along with a decrease in the upper middle (2020 figure 57.82%) pay quartiles.

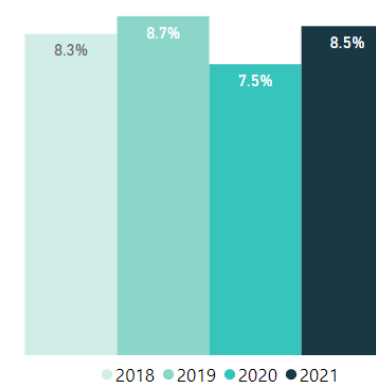
One area in which there has been a significant change is the increase in the median hourly rate (to account for both full and part time contracts) for women, by £0.23 to £17.39, compared to a larger increase of £0.45 for men - to £19.00.

Within Cambridge Assessment, no end of year bonus payments were made in 2021 due to the Covid pandemic. No end of year bonus payments were made in 2021 due to the Covid pandemic. The gap is driven by historical long-term payments due which were paid out across these two years. Removal of these long term payments reduces the gap to -6.93% in favour of women.

## Proportion of women and men in each quartile band



## Median Pay Gap: 2018-2021



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 within this report.

## Progress in 2021

### Leadership

Our new board began in August 2021, with individual members becoming sponsors for our Women in Leadership and Gender Balance networks.

Our Director of Equality, Diversity, Inclusion and Belonging started in June 2021, helping us to develop our global equality, diversity, inclusion and belonging strategy. We appointed an external agency specialising in diversity to help us understand our challenges and speed up our progress via a well thought out, evidenced strategy.

All senior managers and leadership teams continue to be engaged in making positive changes to ensure all colleagues are being supported and empowered to manage work, life and progression demands.

### Culture

After acting on the findings of global wellbeing surveys carried out in November 2020, we broadened our cultural diagnostic programme to help us set the strategy on how to foster a greater sense of belonging for all. We carried out another all staff survey in December 2021 to understand if perceptions have changed in the year, and what actions to prioritise in the year ahead.

Our new employee value proposition for Cambridge University Press & Assessment launched in August 2021 alongside four new values.

We continue to invest in our staff networks as a way to support our team and for leadership to hear employee views. Our Gender Balance network and Women in Leadership network are working closely together, and continue in the new organisation. The networks actively help us attract, develop and retain a more gender balanced colleague base.

Marking awareness days, such as International Women's Day and International Day for Women and Girls in Science, helps increase understanding of the barriers women can face in the workplace as well as celebrate successes of our people alongside our customers, learners and authors.

### Policies

We continue to offer a wide range of flexible working options. In the past year we updated our global flexible working policy for all roles, which supports flexibility wherever possible and applies to all applicants and existing employees from their first day of employment with us and developed hybrid working principles which will be implemented in the year ahead.

We brought together the best of our family friendly policies and provision, supporting people with family and caring responsibilities in a way that is appropriate and relevant across all of our global offices, such as enhanced parental leave from the first day of employment with us. Cambridge Assessment and Cambridge University Press have been members of Working Families since 2017.

As part of our integration programme we continue to align roles across the two organisations, which will lead to better pay transparency. There is more for us to do on this project and it will continue into 2022-23.

### Recruitment and career progression

The 'talent acquisition platform' for Cambridge University Press & Assessment enables us to monitor the diversity of applicants and hires and insight into the gender mix of applicants. It also checks adverts for words associated with gender stereotypes, to ensure we aren't unconsciously limiting applicant pools.

Unconscious bias sessions continue to be available to all, aiming to tackle the areas where our people say there are challenges around career progression.

We continue to advertise the salary ranges in job adverts to ensure transparency and informed decision making. Salaries offered to new employees are based on skills and experience relative to the role, as opposed to current salary, and we ensure there are no pay differences owing to gender.

More women than men completed an upskilling apprenticeship with us this year, advancing careers with on the job experiences and qualifications. Of those completing their apprenticeship, 47 were female and 25 male. We continue to work in partnership with specialist agencies to attract interns from communities under-represented in the creative industries to access careers, progress and reach leadership.

## **Action plan for 2022**

The actions we've pledged to do before this year are steps in the right direction. This year we are developing a single plan of action to tackle our gender pay gap in the UK, based on research into measures that are proven to be effective. Our four priorities for the year ahead are to:

- create diverse shortlists for recruitment and promotions, to build better gender balance across all job levels
- as part of our approach to flexible working, we will emphasise the option for part-time working in all roles at all job levels, so responsibilities outside of work are not a barrier to career progression
- review gender pay gap regionally, so we get a global perspective on our gender pay gaps
- continue role alignment, which will enable greater pay transparency across all areas of our organisation.

Improving our gender pay gap will take time and we are committed to doing this. Our action plan for 2022 is being produced in partnership between our people and culture team alongside two of our staff networks and our director of equality, diversity, inclusion and belonging. Managers will continue to be actively supported to help identify and mitigate the underlying causes of our gender pay gap.

## Gender Pay figures for Cambridge Assessment English

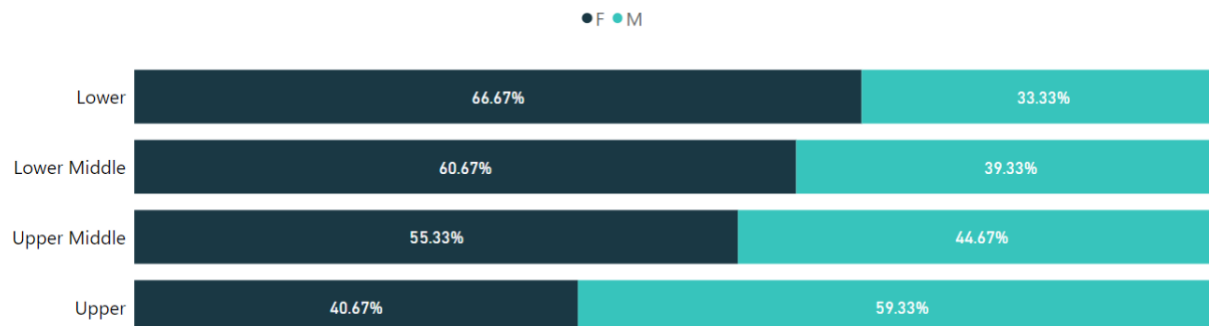
Our overall mean and median gender pay gap data are based on the hourly pay rates of full time and part time employees on the snapshot date of 31 March 2021. The data also shows our bonus gap, using bonuses paid in the year up to 31 March 2021. Note: 2020 data is shown in brackets.

	Median	Mean
Gender pay gap	11.4% (10.3%)	14.4% (13.2%)
Gender bonus gap	25.5% (19.3%)	38.3% (4.3%)

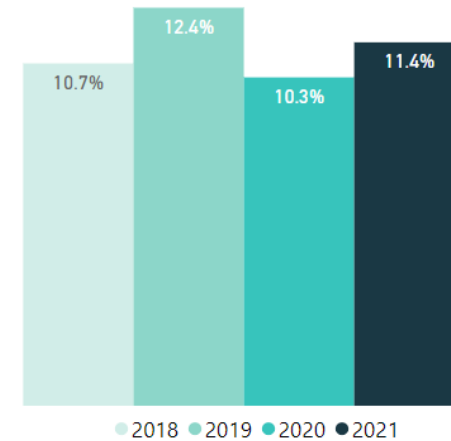
**The proportion of women and men receiving a bonus payment**



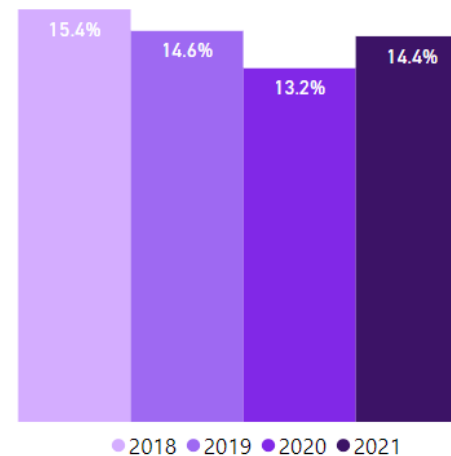
## Proportion of men and women in each pay quartile



## Median Pay Gap: 2018-2021



## Mean Pay Gap: 2018-2021

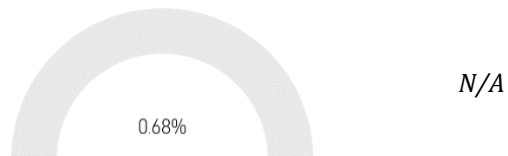


## Gender Pay figures for OCR

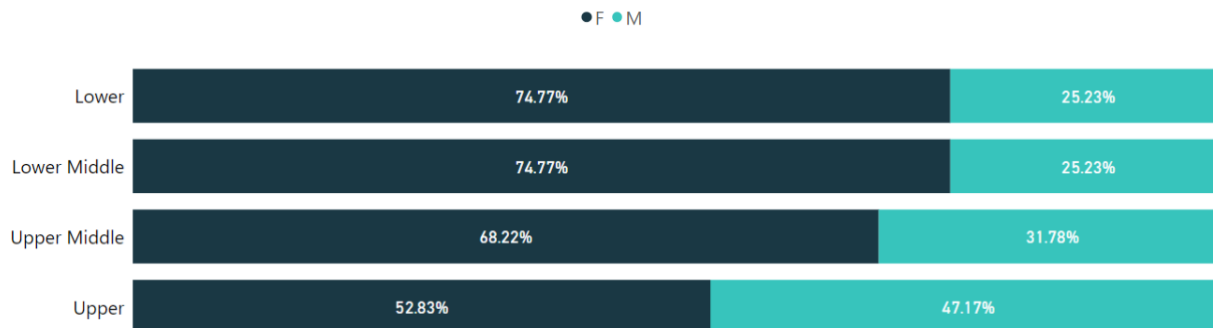
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	Median	Mean
Gender pay gap	21.6% (18.7%)	15.0% (14.2%)
Gender bonus gap	N/A (22.3%)	N/A (-0.5%)

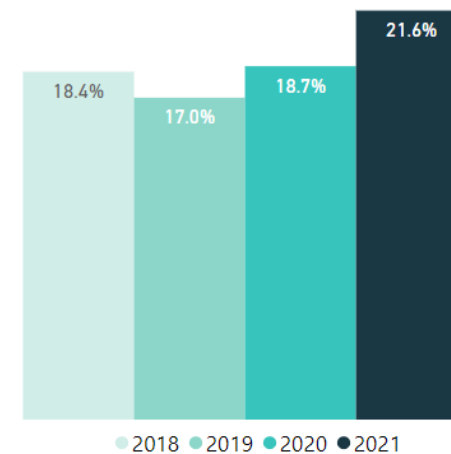
The proportion of women and men receiving a bonus payment



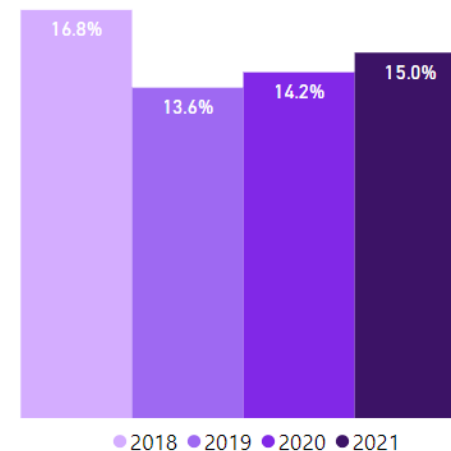
## Proportion of men and women in each pay quartile



## Median Pay Gap: 2018-2021



## Mean Pay Gap: 2018-2021



## Gender Pay figures for Cambridge Assessment International Education

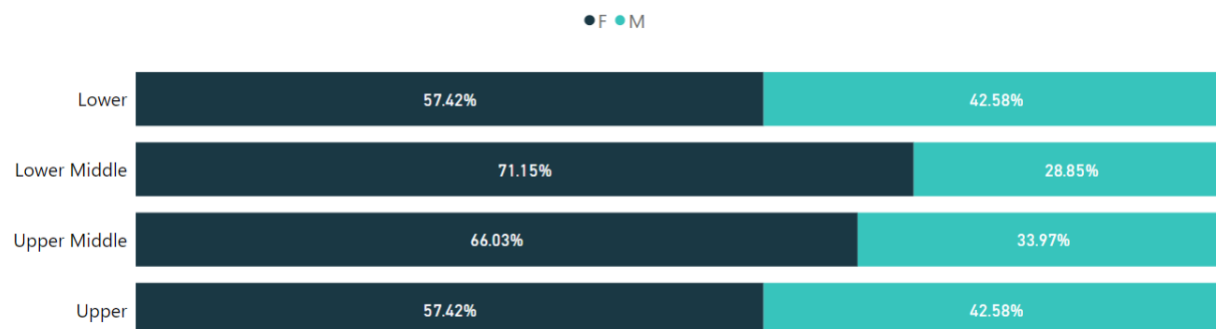
Our overall mean and median gender pay gap data are based on the hourly pay rates of full time and part time employees on the snapshot date of 31 March 2021. The data also shows our bonus gap, using bonuses paid in the year up to 31 March 2021. Note: 2020 data is shown in brackets.

	Median	Mean
Gender pay gap	5.4% (3.8%)	5.1% (5.4%)
Gender bonus gap	-13.7% (-3.4%)	-76.1% (-12.4%)

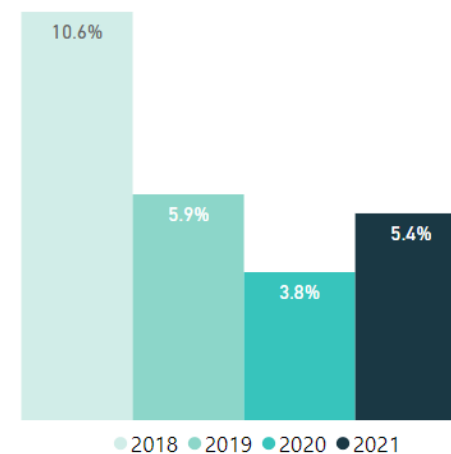
The proportion of women and men receiving a bonus payment



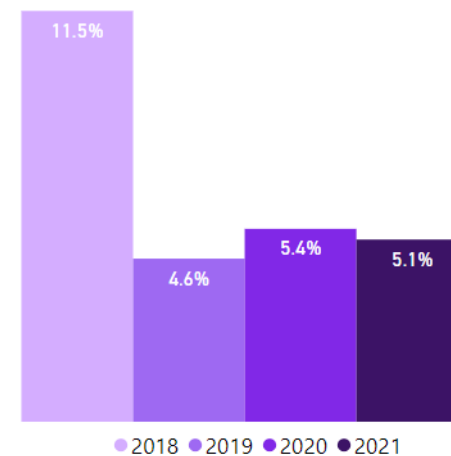
## Proportion of men and women in each pay quartile



## Median Pay Gap: 2018-2021



## Mean Pay Gap: 2018-2021



## Gender Pay figures for Corporate Services Division

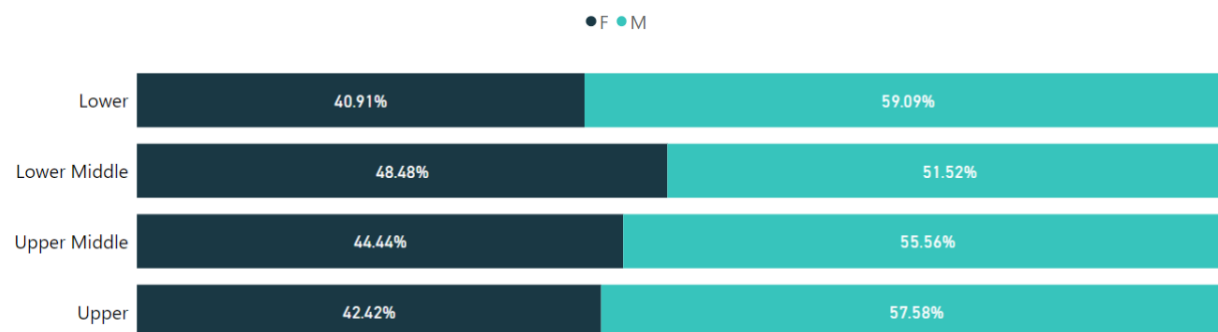
Our overall mean and median gender pay gap data are based on the hourly pay rates of full time and part time employees on the snapshot date of 31 March 2021. The data also shows our bonus gap, using bonuses paid in the year up to 31 March 2021. Note: 2020 data is shown in brackets.

	Median	Mean
Gender pay gap	1.5% (1.33%)	3.2% (3.5%)
Gender bonus gap	78.9% (14.6%)	60.6% (30.6%)

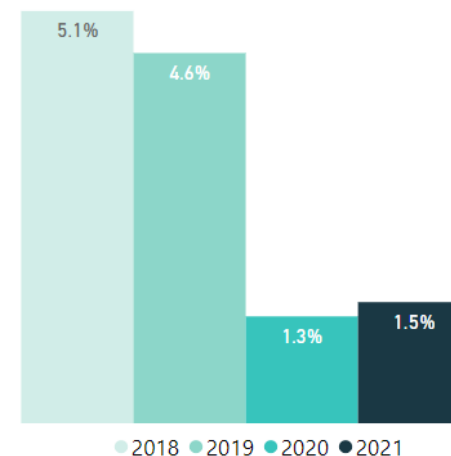
The proportion of women and men receiving a bonus payment



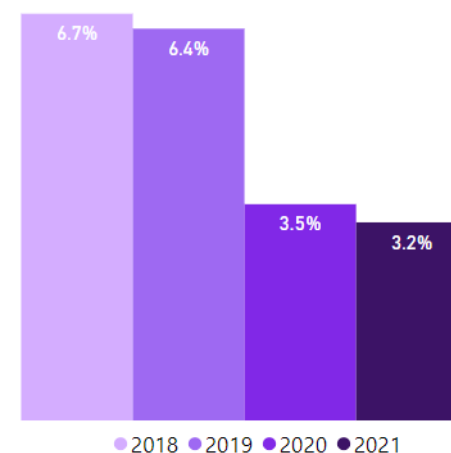
## Proportion of men and women in each pay quartile



## Median Pay Gap: 2018-2021



## Mean Pay Gap: 2018-2021



## Gender Pay figures for Cambridge CEM

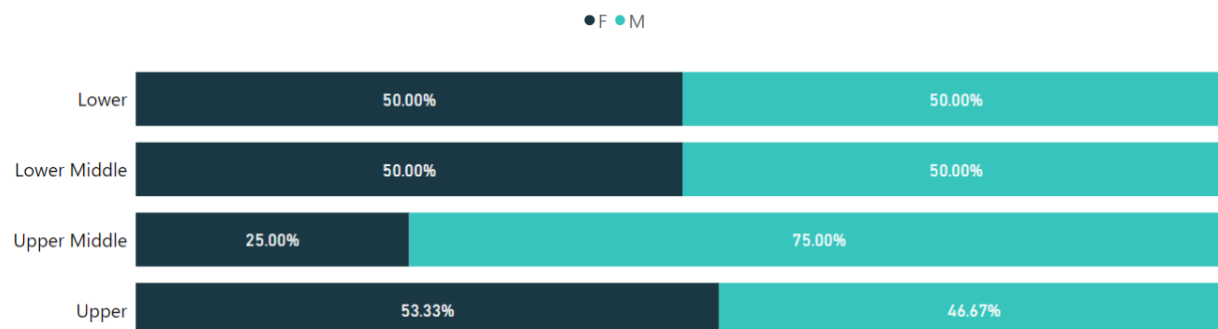
Our overall mean and median gender pay gap data are based on the hourly pay rates of full time and part time employees on the snapshot date of 31 March 2021. The data also shows our bonus gap, using bonuses paid in the year up to 31 March 2021. Note: 2020 data is shown in brackets.

	Median	Mean
Gender pay gap	2.2% (7.6%)	-6.3% (8.5%)
Gender bonus gap	N/A (17.9%)	N/A (18.4%)

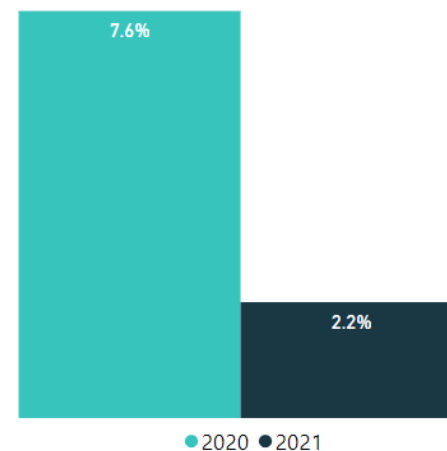
The proportion of women and men receiving a bonus payment



## Proportion of men and women in each pay quartile



## Median Pay Gap: 2018-2021



## Mean Pay Gap: 2018-2021

