

Gender Pay Gap report, 2025

Cranfield Quality Services (CQS) Ltd provides contracted services to Cranfield University group companies. These services cover a broad range of activities including food and beverage production and services, the provision of reception and lecture room preparation, housekeeping, administration functions, and management-level consultancy services to the University Group.

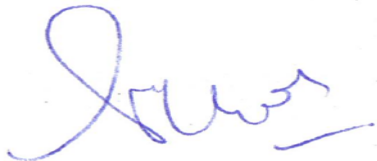
Each year, we publish information on the difference in pay between men and women at CQS. This analysis helps us better understand the composition of our staff and helps identify areas where action may be required to address disparities.

This report summarises the gender pay gap for CQS for the period 6 April 2024 to 5 April 2025.

Our analysis shows that the median pay gap remains at 0%, unchanged from the previous year. The mean pay gap has increased by 1.7% to 26.3%. The median is generally considered the more representative measure in gender pay analysis, as the mean can be disproportionately influenced by a small number of higher paid employees.

Further details and analysis of the gender pay gap are provided in this report.

Yours sincerely



Stewart Elsmore

Director of Campus Services

The pay gap

Our Gender Pay information has been prepared in accordance with our duty under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and the associated statutory guidance "[Gender pay gap reporting: guidance for employers](#)".

The pay gap measures the percentage difference between the average hourly earnings of men and women across the company. It is different to equal pay, which shows us whether there are differences in pay between men and women doing comparable roles.

The figures presented reflect a snapshot of data from our HR & Payroll system as of 5 April 2025.

This year, our mean gender pay gap has increased by 1.7% to 26.3%, while our median pay gap remains at 0%. This indicates that, on average women's hourly pay is 26.3% lower than for men's, although the typical (median) rate for men and women is the same.

Year	Mean	Median
2025	26.3%	0.0%
2024	24.6%	0.0%
2023	4.6%	0.0%

Table 1 Mean and median pay gaps, 2023 to 2025

Last year, our business expanded to include senior management-level consultancy roles, which are outside a formal promotion pathway. The introduction of these roles has contributed to the increase in the mean gender pay gap, as a higher proportion of individuals in these roles are currently men. This concentration of men in higher-paid roles continues to influence the overall pay gap this year, as while the number of female consultants has proportionally grown faster than men over the past year, women remain underrepresented in these senior roles.

The proportion of men and women in each pay quartile

Pay quartiles are calculated by dividing all employees into four equal groups based on their hourly rate of pay, ranging from the lowest hourly rate of pay (Q1) to the highest (Q4). If either gender is concentrated in the upper or lower quartiles, this will affect the overall pay gap.

As of April 2025, women represent 57% of all staff. Representation in the lower pay quartiles is relatively balanced, with women comprising 60.7% of employees in quartile 1 and 58.3% in quartile 2. However, women are underrepresented in the highest pay quartile (Q4), where they comprise 45.0% of staff. This distribution, with a lower proportion of women in the highest-paid roles, contributes to a lower mean (average) hourly rate of pay for women compared with men and is reflected in the overall mean gender pay gap.

Year	Q1		Q2		Q3		Q4	
	Females	Males	Females	Males	Females	Males	Females	Males
2025	60.7%	39.3%	58.3%	41.7%	63.9%	36.1%	45.0%	55.0%
2024	52.4%	47.6%	54.0%	46.0%	58.7%	41.3%	41.3%	58.7%
2023	63.2%	36.8%	43.9%	56.1%	52.6%	47.4%	60.0%	40.0%

Table 2 – Pay quartiles including previous three reporting years

The bonus pay gap

Cranfield Quality Services (Ltd) do not operate a bonus scheme for its employees, and there were nil payments made during the reporting period.

Year	Mean	Median
2025	n/a	n/a
2024	n/a	n/a
2023	n/a	n/a

Table 3 - Difference in bonus payments between men and women

Year	Women	Men
2025	0.0%	0.0%
2024	0.7%	0.0%
2023	0.0%	0.0%

Table 4 - Proportion of men and women receiving a bonus