

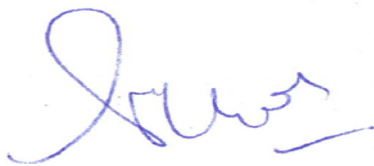
Gender Pay Gap Report

06 April 2023 - 05 April 2024

This report provides a summary of the gender pay gap for Cranfield Quality Services (CQS) Ltd for the period 06 April 2023 to 05 April 2024. Our data analysis shows that in this period the median pay gap remained 0%, unchanged since our previous annual statutory report. The mean pay gap increased by 20.0% to 24.6%. The median is typically seen as the more representative figure in gender pay analysis, as the mean can be significantly impacted by a handful of more highly paid employees. The increase in the CQS median pay gap is a result of the expansion of the services provided by CQS with the provision of a new consultancy service to the University. Cranfield Quality Services provide contracted services to Cranfield University group companies. These comprise a wide range of services including food and beverage production and services, the provision of reception and lecture room preparation, housekeeping, and administration services, in addition to the new management-level consultancy services to the University Group.

Further details and analysis of the gender pay gap are provided in the tables overleaf.

Yours sincerely



Stewart Elsmore

Director of Campus Services

Explanatory notes

Our Gender Pay information shown below has been prepared in accordance with our duty under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and associated Government guidance.

Definitions

The figures and analysis in this report are based on a data 'snapshot' taken on the same date each year – 5 April. This report covers the period 6 April 2023 to 5 April 2024.

The pay gap is the percentage difference between the **average hourly earnings** of men and women across the company.

This is different to **equal pay**, which shows whether there are differences in pay between men and women doing comparable work.

Mean and median gender pay gap

The mean and median pay gap data (Table 1) shows the difference between the hourly rates of pay that men and women receive. The median pay gap for the period is 0%, unchanged since our last statutory report and the mean pay gap increased by 20.0% to 24.6%.

	Female	Male	Pay Gap
Mean Gender Pay Gap	13.27 - 2024/25	17.61 - 2024/25	24.6% - 2024/25
	(11.54 - 2023/24)	(12.10 - 2023/24)	(4.6% - 2023/24)
	(9.16 - 2020/21)	(9.73 - 2020/21)	(5.9% - 2020/21)
	(8.80 - 2019/20)	(9.50 - 2019/20)	(7.4% - 2019/20)
Median Gender Pay Gap	12.00 - 2024/25	12.00 - 2024/25	0.0% - 2024/25
	(10.90 - 2023/24)	(10.90 - 2023/24)	(0.0% - 2023/24)
	(8.44 - 2020/21)	(8.44 - 2020/21)	(0.0% - 2020/21)
	(7.97 - 2019/20)	(7.97 - 2019/20)	(0.0% - 2019/20)

Table 1 Mean and median pay gaps including previous three reporting years

To provide further explanation of the figures in Table 1, the median pay gap shows the difference between the midpoints in the ranges of hourly earnings of men and women. In accordance with statutory requirements, we have taken the pay rates of men and women within Cranfield Quality Services and ordered them from lowest to highest, showing the difference between the staff member in the middle of the range of male wages, and the staff member in the middle of the range of female wages.

The mean gender pay gap is the difference between the average hourly earnings of men and women, calculated by adding up the hourly earnings of the whole workforce and dividing the figure by the number of people.

The median is typically seen as the more representative figure in gender pay analysis, as the mean can be significantly impacted by a handful of more highly paid employees.

The mean pay gap has risen since our submission last year and can be attributed to changes in staff numbers within our pay quartiles, most notably a significant percentage increase in the number of men in the upper pay quartile and a corresponding fall in the number of women.

The mean pay gap is explained by the addition of 15 senior consultants on fixed term contracts which is an expansion of the services provided by CQS to the University group companies. While this small addition of senior roles was enough to impact the mean salary, it was not substantial enough to influence the median salary, which is why the median pay gap remained unchanged.

The proportion of men and women in each pay quartile

The data in Table 2 shows the proportions of male and female full-pay relevant employees in the lower (Q1), lower middle (Q2), upper middle (Q3) and upper quartile pay quartiles (Q4). The figures for the previous reporting years are also provided for reference.

2024/25	Quartile 1 (Q1)	Quartile 2 (Q2)	Quartile 3 (Q3)	Quartile 4 (Q4)
Proportion of females in quartile	52.4% - 2024/25 (63.2% - 2023/24) (58.6% - 2020/21) (55.0% - 2019/20)	54.0% - 2024/25 (43.9% - 2023/24) (48.3% - 2020/21) (46.0% - 2019/20)	58.7% - 2024/25 (52.6% - 2023/24) (58.6% - 2020/21) (54.0% - 2019/20)	41.3% - 2024/25 (60.0% - 2023/24) (48.3% - 2020/21) (47.0% - 2019/20)
Proportion of males in quartile	47.6% - 2024/25 (36.8% - 2023/24) (41.4% - 2020/21) (45.0% - 2019/20)	46.0% - 2024/25 (56.1% - 2023/24) (51.7% - 2020/21) (54.0% - 2019/20)	41.3% - 2024/25 (47.4% - 2023/24) (41.4% - 2020/21) (46.0% - 2019/20)	58.7% - 2024/25 (40.0% - 2023/24) (51.7% - 2020/21) (53.0% - 2019/20)

Table 2 – Pay quartiles including previous three reporting years

Mean and median bonus gender pay gap 2024

A gender bonus pay gap shows the difference in bonus payments between men and women, and is only calculated and reported where employers have paid bonus pay to at least one man and/or woman. CQS did not meet the criteria for reporting in the period.

Please note, we have included tables 3 and 4 for completeness of record and as we are required to report the percentage of men who received bonus pay (entered as zero) and percentage of women who received bonus pay (entered as 0.7%).

	Female	Male	Pay Gap
Mean Bonus Gender Pay Gap	n/a - 2024/25 (n/a - 2023/24) (n/a - 2020/21) (n/a - 2019/20)	n/a - 2024/25 (n/a - 2023/24) (n/a - 2020/21) (n/a - 2019/20)	n/a - 2024/25 (n/a - 2023/24) (n/a - 2020/21) (n/a - 2019/20)
Median Bonus Gender Pay Gap	n/a - 2024/25 (n/a - 2023/24) (n/a - 2020/21) (n/a - 2019/20)	n/a - 2024/25 (n/a - 2023/24) (n/a - 2020/21) (n/a - 2019/20)	n/a - 2024/25 (n/a - 2023/24) (n/a - 2020/21) (n/a - 2019/20)

Table 3 – Mean bonus pay gap including previous three reporting years

Proportion of females receiving bonus	Proportion of males receiving bonus
<p>0.7% - 2024/25</p> <p>(0.0% - 2023/24)</p> <p>(0.0% - 2020/21)</p> <p>(0.0% - 2019/20)</p>	<p>0% - 2024/25</p> <p>(0.0% - 2023/24)</p> <p>(0.0% - 2020/21)</p> <p>(0.0% - 2019/20)</p>

Table 4- Proportion receiving bonus