

The ACT, in accordance with the Equality Act 2010 (Gender Pay Gap Info) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between our male and female employees.

The overall pay gap is defined on the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The results of these statutory calculations are:

1. Mean Pay Gap

The difference between the mean hourly rate that male and female full pay relevant employees receive is 32%

2. Median Pay Gap

The difference between the median hourly rate that male and female full pay relevant employees receive is 64%.

3. Mean and Median Bonus Gap

No bonuses were paid to any member of staff for the reporting period.

4. The proportion of male and female receiving a bonus payment

No bonuses were paid to any member of staff for the reporting period.

5. The proportion of male and female in each quantile pay board

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male 5%	Male 5%	Male 27&	Male 40%
Female 95%	Female 95%	Female 73%	Female 60%

Supplementary Statement

The ACT is committed to the promotion of equality of opportunity and choice for employees and support the fair treatment of all staff irrespective of gender through our transparent recruitment process, pay policies and professional development. All our points are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

The Gender Pay Gap is a high-level non-adjusted indicator of male and female earnings which is affected by workplace distribution and workforce make up.

Overall the Trust has an 84% female and 16% male workforce. The percentage of female members of staff is higher at the lower grades of the organisation, with increasing percentage of male at the higher grades. The fact that there are more female in the lower paid quartiles is the main driver of the overall pay gap.