



GENDER PAY GAP REPORT

As part of gender pay gap reporting, all companies in Great Britain with more than 250 employees (that's about 9,000 companies and public bodies) are reporting their gender pay gap to the Government Equalities Office.

#### E-ACT gender pay gap report 2021

Mean gender pay gap	14.44%
Median gender pay gap	23.00%
Mean bonus gap	64.73%
Median bonus gap	81.82%
Male bonus proportion	0.32%
Female bonus proportion	0.29%

Quartile bands	Male (%)	Female (%)
Upper	34.86	65.14
Upper middle	30.63	69.37
Lower middle	30.46	69.54
Lower	14.96	85.04

#### Additional notes

- I can confirm that the above figures are accurate to the best of my knowledge
- 27.73% of our employees are males and 72.27% are females, as at March 2021
- E-ACT is an equal opportunities employer. Our commitment to equal opportunities is supported by our Equality & Diversity and Recruitment and Selection policies
- E-ACT continues to use pay scales for teaching and operational staff. These are aligned with national pay scales

**Tom Campbell**  
Chief Executive/Accounting Officer (interim)

### E-ACT gender pay gap report 2020

Mean gender pay gap	16.68%
Median gender pay gap	28.18%
Mean bonus gap	n/a
Median bonus gap	n/a
Male bonus proportion	n/a
Female bonus proportion	n/a

Quartile bands	Male (%)	Female (%)
Upper	36.27	63.73
Upper middle	32.22	67.78
Lower middle	28.52	71.48
Lower	16.34	83.66

### E-ACT gender pay gap report 2019

Mean gender pay gap	19.44%
Median gender pay gap	35.94%
Mean bonus gap	n/a
Median bonus gap	n/a
Male bonus proportion	n/a
Female bonus proportion	n/a

Quartile bands	Male (%)	Female (%)
Upper	34.32	65.68
Upper middle	31.03	68.97
Lower middle	26.77	73.23
Lower	11.97	88.03

### E-ACT gender pay gap report 2018

Mean gender pay gap	21.38%
Median gender pay gap	31.05%
Mean bonus gap	n/a
Median bonus gap	n/a
Male bonus proportion	n/a
Female bonus proportion	n/a

Quartile bands	Male (%)	Female (%)
Upper	36.91	63.09
Upper middle	31.45	68.55
Lower middle	28.20	71.80
Lower	12.41	87.59

### E-ACT gender pay gap report 2017

Mean gender pay gap	23.99%
Median gender pay gap	34.08%
Mean bonus gap	n/a
Median bonus gap	n/a
Male bonus proportion	n/a
Female bonus proportion	n/a

Quartile bands	Male (%)	Female (%)
Upper	38.38	61.62
Upper middle	31.92	68.08
Lower middle	27.47	72.53
Lower	11.52	88.48



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