

2022 (March 31st 2022) Gender Pay Gap report data**E-ACT Gender pay gap report March 2022**

Mean gender pay gap	15.04%
Median gender pay gap	24.72%
Mean bonus gap	52.33%
Median bonus gap	74.35%
Male bonus proportion	0.50%
Female bonus proportion	0.23%

Quartile bands	Male (%)	Female (%)
Upper	34.70%	65.30%
Upper middle	29.95%	70.05%
Lower middle	26.51%	73.49%
Lower	16.90%	83.10%

Additional notes

- I can confirm that the above figures are accurate to the best of my knowledge.
- 27% of our employees are males and 73% are females, as at March 22.
- 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 and Accounting Officer.
