

2023 (31 March 2023) Gender Pay Gap Report Data

E-ACT Gender pay gap report March 2023

Mean gender pay gap	15.8%
Median gender pay gap	27.7%
Mean bonus gap	100%
Median bonus gap	100%
Male bonus proportion	0.2%
Female bonus proportion	0%

Percentage of men and women in each hourly pay quarter		
Quartile bands	Male (%)	Female (%)
Upper	35.2%	64.8%
Upper middle	30.9%	69.1%
Lower middle	28.8%	71.2%
Lower	14.5%	85.5%

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 23.
- 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.