



Gender Gap Rep 2022



About us

At ACT, we are all extremely passionate about making a positive

opportunities. We provide a long list of

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DQG +LJKHU \$SSUHQWLFHV GL•HUHQW VHFWRUV WR WUDLQLQJ DQG VKRUW FRPP

we have something for everyone and most of our training is fully-funded.

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of our learners. Even though we deliver huge quantities of training, we do not

VNLPS ZKHQ LW FRPHV WR WKH TXDOLW\

We are very proud of our work and strive

WR GHOLYHU DQ H[FHOHQW VHUYLFH HYHU\ WLP

Our Purpose

To improve lives through learning.

Our Vision

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SHRSOH

learning programmes

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Our Mission

To be the leading training provider

in the UK.

DO FRXUVHV

Our Core Values

T305B00444e leading EMC ,5.20 g we are

ACT recognise how diversity within our workforce makes both our business performance and in making ACT a great place to work.

We are committed to the principles of equality, diversity, inclusion and fairness for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

This report summarises our Gender Pay Gap which is the difference between men and women across the company. It is a statutory requirement for Equal Pay which legislates that the same rate of pay must be given to men and women where the work they do is similar or of the same value.

Like Gender Pay, Equal Pay is extremely important to us. The Company has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

As such, it:

- conducts regular pay audits at regular intervals
- evaluates job roles and pay grades as necessary to ensure a fair structure.

Median gender pay gap

4.13%

Proportion of males and females
in each quartile pay band

Mean gender pay gap

10.09%

Mean and median
gender bonus gap

80%

Proportion of
females receiving
a bonus payment

0.4%



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Actions to address the gender pay gap

and women are paid equally for doing the same job, ACT continues to be committed to looking at measures currently in place to ensure there is no adverse impact on the gender pay gap and proactive in ensuring this forms part of a long-term strategy.

Recruitment & Selection

Learning & Development programmes

We utilise a skills-based assessment for all positions rather than relying solely on interviews only. This means the role to assess their suitability.

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We endeavour to ensure diversity a wider talent pool will have on requirements.

of a talent management programme – Accelerate, Collaborate and Thrive

links to our overall 360 appraisal

business with all employees assigned

and are shortlisted against the job requirements.

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Additional areas to review in 2023...

We understand, however, that there is always more that the Company can do to promote equality, diversity and inclusion and embed this culture across our business.

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