

## Gender Pay Gap

### Introduction

Acturis Ltd is required by law to publish an annual gender pay gap report. This is the report for the snapshot date of 5<sup>th</sup> April 2021.

The Gender Pay Gap report shows the difference between the average earnings of men and women across the workforce, irrespective of role, seniority or length of service. As such, this is a different calculation to equal pay, which compares the salary paid to men and women carrying out the same job.

Acturis is committed to the principle of equal opportunities and equal treatment for all employees. We are confident that we pay men and women the same for carrying out the same roles and we are confident, through our structured review process, that we are advancing colleagues without reference to gender.

### Acturis data

The mean (average) pay gap between men and women at Acturis by pay quartile is:

Pay gap – mean	Mean (where positive numbers favour men)
Upper quartile	10.10%
Upper middle quartile	-2.13%
Lower middle quartile	-1.30%
Lower quartile	-2.11%
<b>Overall</b>	<b>7.14%</b>

This shows that there is no meaningful difference in the lower three quartiles. In fact all three lower quartiles show that women's average pay is slightly higher than men's average pay. The gap in the upper quartile is largest due to the male/female balance at the most senior levels in the company.

The overall mean pay gap has improved by 2.47 percentage points from 9.61% in 2020 to 7.14% in 2021.

The ratio of male to female colleagues in each pay quartile at Acturis is:

% of employees	Males	Females
Upper quartile	84.21%	15.79%
Upper middle quartile	71.28%	28.72%
Lower middle quartile	81.05%	18.95%
Lower quartile	78.72%	21.28%
<b>Overall</b>	<b>78.84%</b>	<b>21.16%</b>

This overall ratio of male to female colleagues is in line with other companies in the technology sector and broadly reflects the proportion of graduates studying STEM subjects and pursuing a career in software. With fewer than 100 colleagues in each quartile, and as a business who recruits a large number of graduates each year, the ratio of colleagues in the lower quartiles experience higher levels of fluctuation across the years. This year, the lower quartile and upper middle quartile have seen no meaningful change. However, the lower middle quartile has seen a decrease in the ratio of female colleagues, and went from 20.83% women to 18.95%. This is due to variances associated with a small sample size and for measures to improve the balance taking time. The upper quartile has seen no change. See below for actions taken to improve this balance.

[\\*Annual Core-STEM Stats Round Up: 2019-20 - WISE \(wisecampaign.org.uk\)](#)

[\\*\\*Women in STEM Apprenticeships 2018/9 - WISE \(wisecampaign.org.uk\)](#)

The general trend for women in STEM is positive. There is an increase in women achieving core STEM qualifications, women now make up 29%\* of those gaining higher education qualifications. This trend has carried forward into women entering the workplace in core STEM, which is 24%\*. In fact, the upper middle quartile at Acturis has a better representation of females at 28.72% than the UK STEM workforce which is 24%\*. However, this drops in the lower quartiles, there is a focus on actions to increase the ratio, these are outlined below.

The percentage of colleagues who receive a bonus is:

<b>% of employees</b>	<b>Males</b>	<b>Females</b>
<b>Receiving bonus</b>	90.60%	92.50%
<b>Bonus gap</b>	<b>Mean</b> 43.96%	<b>Median</b> 3.46%

This shows that Acturis does not have a difference in bonus approach based on gender. However, again the male/female balance at the most senior levels in the company results in a mean bonus gap of 43.96%, and a median bonus gap of 3.46% as more senior colleagues have a higher overall bonus opportunity and there is lower representation of women in this group.

As of 5<sup>th</sup> April 2021, our gender pay gap information is shown below:

#### **Statutory data**

	<b>Mean</b>	<b>Median</b>
Pay gap	7.14%	-3.78 %
Bonus gap	43.96%	3.46%

<b>% of employees</b>	<b>Males</b>	<b>Females</b>
Receiving bonus	90.60%	92.50%

<b>% of employees</b>	<b>Males</b>	<b>Females</b>
Upper quartile	84.21%	15.79%
Upper middle quartile	71.28%	28.72%
Lower middle quartile	81.05%	18.95%
Lower quartile	78.72%	21.28%

While there is a gender pay gap, in terms of both hourly pay and bonus payments, further analysis as discussed above shows that virtually all of the gap arises because women hold fewer senior positions, and have, on average, shorter tenure within the company than men. This difference in tenure and seniority flows directly into base salary levels and target bonus percentages since target bonus increases with tenure and seniority in the company.

#### **What are we doing to improve the Gender Pay Gap?**

Acturis is committed to helping our colleagues achieve their potential throughout their career and we are already focussed on actively supporting the professional development of our talent, regardless of gender. We recognise that any gender pay gap is disappointing, and we are determined to continue to reduce our gender pay and bonus gaps.

\*[Annual Core-STEM Stats Round Up: 2019-20 - WISE \(wisecampaign.org.uk\)](https://www.wisecampaign.org.uk/annual-core-stem-stats-round-up-2019-20)

\*\*[Women in STEM Apprenticeships 2018/9 - WISE \(wisecampaign.org.uk\)](https://www.wisecampaign.org.uk/women-in-stem-apprenticeships-2018-9)

We have made – and continue to make - changes to our recruitment process both in terms of how we attract talent and how we progress candidates through the CV review and interview process. Initiatives are in place to increase the number of women’s CVs we receive for our graduate roles.

We have expanded our approach on attracting and developing talent and are currently recruiting for apprentices to widen our talent pool and diversity, as we know men are more likely than women to graduate in STEM subjects and pursue a career in software. However, the percentage of females embarking on core STEM apprenticeships continues to increase and females now account for 20% of apprenticeship starts\*\*. In addition, we have widened our CV acceptance criteria to include degrees outside of STEM such as Psychology and Geography, which have a higher ratio of females at degree level.

We have increased the level of maternity pay offered. The maternity, paternity and shared parental pay policies have been reviewed, and Acturis now aligns with the top 25% of companies in our sector and our size for each of these policies.

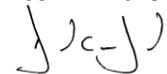
We have developed new guidelines for managers and colleagues on supporting employees before, during and after maternity and other parental leave, and made this information accessible to all via our intranet.

We have committed to flexible working arrangements to allow colleagues to work flexibly to fit around family arrangements.

Consultation is ongoing for changes in other areas. We are committed to continually reviewing our approach to recruitment, retention and development at Acturis with a view to closing the gaps over time.

Acturis supports the growth and development of colleagues within the organisation. Most of our recruits are STEM graduates and whilst we are proud of this approach, we are aware it will be a factor in the speed at which we can remove any gender pay gap as it takes time to recruit and develop women through the company.

I confirm the gender pay gap data to be accurate.



David McDonald

Co-CEO

1<sup>st</sup> April 2022

[\\*Annual Core-STEM Stats Round Up: 2019-20 - WISE \(wisecampaign.org.uk\)](#)

[\\*\\*Women in STEM Apprenticeships 2018/9 - WISE \(wisecampaign.org.uk\)](#)