

Gender Pay Gap – April 2022

Introduction

At Acturis, we believe in the strength of diversity within our company. We understand that a variety of perspectives and experiences can enhance our workplace and are critical to our success. Our commitment to providing equal opportunities and fair treatment for all employees drives us to create an inclusive work environment.

We are confident that we offer equal pay to all employees who perform identical roles, and that our structured review process facilitates equal opportunities for all employees, regardless of gender.

The Gender Pay Gap report calculates the difference between the average earnings of men and women across all levels of the workforce, regardless of their job, position, or length of service. This is distinct from equal pay, which compares the salaries of men and women who perform the same job.

The Gender Pay Gap is influenced by the overall ratio of male to female colleagues which is in line with other companies in the technology sector, by a relatively smaller number of females in senior leadership roles and a relatively higher number of females in more junior roles.

Acturis data

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

| Pay gap – mean | Mean (where positive numbers favour men) |
|----------------------|--|
| Upper quarter | 12.6% |
| Upper middle quarter | -1.2% |
| Lower middle quarter | 0.9% |
| Lower quarter | 4.9% |
| Overall | 6.3% |

The overall mean pay gap has improved by 0.8 percentage points from 7.1% in 2021 to 6.3% in 2022. The result is due to a higher number of male graduates joining the business compared to female graduates in the last year.

The lower quarter mean pay gap has increased by 7.0% from -2.1% in 2021 to 4.9% in 2022. The lower quarter figure is driven by the relative number of female candidates hired into non-technical roles and in locations outside of London and is also distorted by the legislative* calculation for employees who have left mid-month.

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

| % of employees | Males | Females |
|----------------------|--------------|--------------|
| Upper quarter | 79.8% | 20.2% |
| Upper middle quarter | 74.0% | 26.0% |
| Lower middle quarter | 76.0% | 24.0% |
| Lower quarter | 81.7% | 18.3% |
| Overall | 77.9% | 22.1% |

[*When calculating their gender pay gap, how should employers deal with employees who join or leave part way through the pay period](#)

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 approx. 100 colleagues in each quarter, and as a business who recruits a large number of graduates each year, the ratio of colleagues in the lower quarters experience higher levels of fluctuation across the years. The lower quarter has seen a decrease in the ratio of female colleagues, and went from 21.3% to 18.3%. The lower middle and the upper quarters have seen an increase in the ratio of female colleagues, and have gone from 18.9% women to 24.0%, and from 15.8% to 20.2% respectively. See below for actions taken to improve this balance.

The general trend for women in STEM is positive. There is an increase in women achieving core STEM qualifications with women now make up 57.0%** of students in higher education. This trend has carried forward into women entering the workplace in core STEM, which has increased to 29.4%***. There is a focus on actions to increase the ratio at Acturis, these are outlined below.

The percentage of colleagues who received a bonus is:

| % of employees | Males | Females |
|------------------------|----------------------|-----------------------|
| Receiving bonus | 74.0% | 75.8% |
| Bonus gap | Mean 43.9% | Median 4.8% |

This shows that Acturis does not have a difference in its approach to bonuses based on gender, and overall more women are paid a bonus than men. However, the male/female balance at the most senior levels in the company results in a mean bonus gap of 43.9%, and a median bonus gap of 4.8% as more senior colleagues have a higher overall bonus opportunity and there is lower representation of women in this group.

As of 5th April 2022, our gender pay gap information is shown below:

| Statutory data | Mean | Median |
|-----------------------|-------------|---------------|
| Pay gap | 6.3% | -2.7% |
| Bonus gap | 43.9% | 4.8% |

| % of employees | Males | Females |
|-----------------------|--------------|----------------|
| Receiving bonus | 74.0% | 75.8% |

| % of employees | Males | Females |
|-----------------------|--------------|----------------|
| Upper quarter | 79.8% | 20.2% |
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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 gaps arise because women hold fewer senior positions, and have, on average, a 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?

**[Reporting year 2022: Education and training statistics for the UK](#)

***[International Women's Day 2023: How apprenticeships and T Levels support women in STEM careers](#)

Acturis is committed to helping our colleagues achieve their potential throughout their careers 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. When the first gender pay gap report was published in April 2018, Acturis appointed a working group to identify the issues affecting the gender pay gap and recommend changes that Acturis could make to work towards reducing the gap.

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 CVs we receive from women for our graduate roles.

We have expanded our approach on attracting and developing talent and are currently recruiting for apprentices to widen our talent and diversity pool, 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 50.8% of apprenticeship starts****. In addition, we have widened our CV acceptance criteria to include degrees outside of STEM subjects such as Psychology and Geography, which have a higher ratio of females at degree level.

We have increased the level of maternity pay offered. Our 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 have 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. 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.

Tony Goddard

CEO

4 April 2023