

GENDER PAY GAP REPORT 2017

INTRODUCTION

New legislation has been introduced under the Equality Act 2010, which makes it statutory for organisations with 250 or more employees to report annually on their gender pay gap. Employers must report on six key metrics, using specific calculation methods set out in the gender pay gap reporting legislation. The gender pay gap reporting data must include:

- mean and median gender pay gap
- mean and median bonus gender pay gap
- the proportion of men and women in the organisation receiving a bonus payment
- the proportion of men and women in each quartile pay band

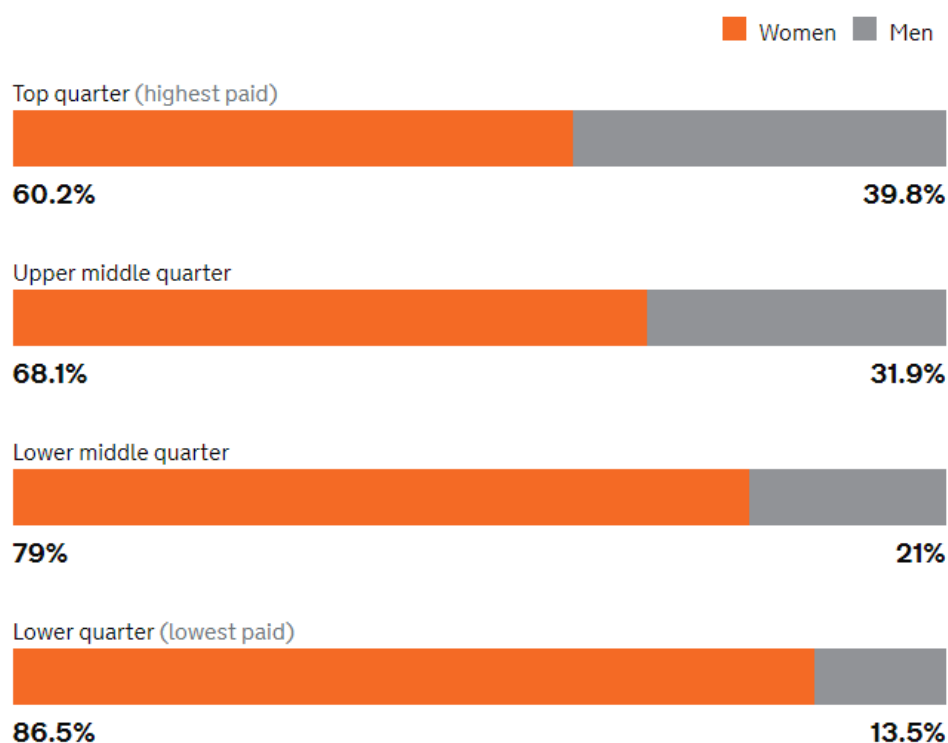
ACET'S MEAN AND MEDIAN PAY GAP INFORMATION

	Women's earnings are:
Mean gender pay gap in hourly pay	19% lower than men's
Median gender pay gap in hourly pay	32% lower than men's

ACET'S BONUS PAYMENTS GENDER PAY GAP

No bonus payments were made during the reporting period, and therefore there is no gender pay gap in this area.

AC ET'S PROPORTION OF MEN AND WOMEN IN EACH QUARTILE PAY BAND



WHY DOES ACET HAVE A GENDER PAY GAP?

We are confident that men and women are paid equally for doing equivalent roles. Our pay gap is influenced by having a higher proportion of female colleagues in lower paid roles (such as cleaning, caretaking, administrative and some classroom based roles), which are the roles occupied by the largest proportion of our workforce. It is important to note that the gender profile in our most senior, higher paid roles is also shows a higher number of women than men. We are committed to equality of opportunity for all, and do not discriminate on gender or any other characteristic.