**Gender Pay Gap**

Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap for workers in scope as of 31 March 2017.

Acas’ pay approach supports the fair treatment and reward of all staff irrespective of gender.

**Acas’ gender pay gap**

Acas’ pay system covers Civil Service grades ranging from administrative to managerial level. Grades vary according to the level of responsibility that staff have. Each grade has a set pay range with pay gaps in between grades. Staff are expected to move through the pay range for their grade. The longer period of time that someone has been in a grade the more we would expect them to earn irrespective of their gender.

Acas Senior Civil Servants are covered pay arrangements which apply across the Civil Service.

Comparison of mean pay in Acas shows a gap in favour of men of 7.1%, against an 11% gap across the whole Civil Service. Comparison of median pay in Acas shows no gap between men and women, while across the whole Civil Service the gap is 12.7%\(^1\).

When pay is analysed by grade, average pay gaps are smaller than the overall figure: in some grades there is no gap or the gap is in favour of women.

**Bonus pay**

Acas operates a reward and recognition scheme based on performance, irrespective of gender. There is no gap between men and women in the median bonus figure and a small gap in favour of women when using the mean calculation (4.5%).

\(^1\) As reported by the Office for National Statistics in March 2017
**Pay by quartiles: hourly pay quartiles**
62% of people in the lower pay quartile are women, as are 48% in the upper quartile.

**Work on eradicating the gender pay gap**
Acas and the senior leadership team are committed to fair pay irrespective of gender. We will continue to build on actions and initiatives including:

- Support for women returning to work - through shared parental leave, job sharing, compressed hours, part-time, and term-time only opportunities. We have updated our guidance on supporting staff returning from maternity or adoption leave.
- Helping women progress in their careers - through development conversations with their line managers, development opportunities, and talent management schemes such as a ‘Step Up’ programme (a positive action initiative based on the results of our women's survey completed in 2014) and Developing Future Leaders Programmes.
- Encouraging men to take advantage of arrangements which enable them to fulfil their caring responsibilities, such as shared parental leave, part time working and compressed hours.
- Monitoring pay - to identify pay differences and take targeted action where appropriate, within Civil Service pay controls.
- Continuous improvement of the recruitment process: Acas has anonymised the application process to reduce the potential for unconscious bias and ensures that all interviewers have undergone unconscious bias training.
- Focus on gender equality: Acas has made gender equality a central part of its Equality Objectives.

**Gender pay gap infographic**
See below.
Acas Gender Pay Gap

Pay Gap
Mean 7.1%
Median 0%

Bonus Pay Gap
Mean -4.5%
Median 0%

Hourly Pay Quartiles

- Lower: 38%
- Lower Middle: 62%
- Upper Middle: 59%
- Upper: 52%

Workforce Profile

- Women at Executive Board Level: 83%
- Women in Acas overall: 58%
- Women in Acas overall: 42%

For help with working out your gender pay gap visit:
www.acas.org.uk/genderpay