

Gender pay gap report

2024



Executive summary

Each year Acis will publish information about our Gender Pay Gap. The Gender Pay Gap is the average difference in pay received by men and women that work for us.

We are committed to treating all employees fairly and to provide equal opportunities for all.

We have adopted flexible and agile working that may suit carers or parents.

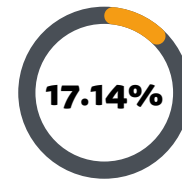
Our people strategy commits us to review salary benchmarking every three years.

We have an established Equality, Diversity and Inclusivity Group, which aims to understand what we can do to be a more inclusive employer and place to work.

We are looking at the language on our advertisements and developing an apprenticeship scheme, which includes women.

We offer all our people development opportunities, to provide them with work experience and skills to grow their careers at Acis.

Our gender pay gap in 2024



This has increased from 13.68% in 2023, which is above the national average.



**50.73% of employees
are women**

**49.27% of employees
are men**

Looking at gender across the organisation, Acis has a relatively even split between men and women.

This has shifted in favour of women since 2023 (52.84% men, 47.16% women).

There are different factors that may have caused the increase in our gender pay gap:

The gender pay gap percentage is based on the mean calculation, which includes impact of those at 'extreme' ends of the pay scale

Acis have a higher proportion of men in its highest paid roles (joint leadership team and qualified trades/management professional managers).

Part of our organisation received their uplift in August 2024, where the GPG data point is April.



Gender pay gap 2024

Each year Acis will publish information about our Gender Pay Gap. The Gender Pay Gap is the average difference in pay received by men and women that work for us.

The calculation shows the difference in average pay when calculated as a whole, and includes all jobs and salaries at all levels. It can be calculated by using both the mean and median hourly rate of pay. An example is a gender pay gap of 20%; this figure would mean that, on average, women are paid 20% lower than men.

The gender pay gap is different from equal pay, which looks at men and women being paid the same for doing the same job.

There are many reasons why a gender pay gap might exist. We need to understand those reasons, and make sure that our policies and procedures provide equal opportunity for all our colleagues.



What's happening nationally?

In the UK, in 2024 the national average gender pay gap decreased to 13.1%, from 14.3% in 2023.

This means that, on average, women earn just over 13% less than men per hour.



The national average gender pay gap
in 2024.



Our gender pay gap

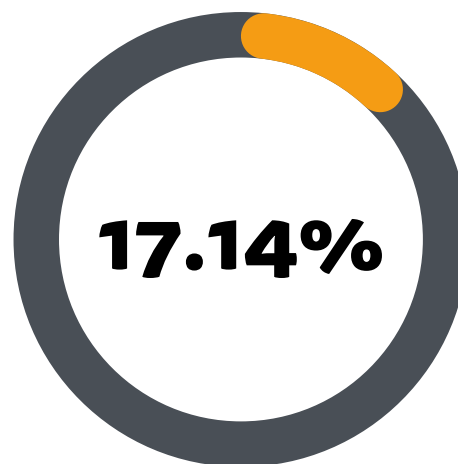
When looking at gender across the organisation, Acis has a positive story to tell. We have a relatively even split between men and women.

**50.73% of employees
are women**



**49.27% of
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This has shifted in favour of women since 2023 (52.84% men, 47.16% women).



our gender pay gap in 2024

Our gender pay in 2024 is 17.14% and has increased from 13.68% in 2023, which is above the national average. This increase is partially due Acis have a higher proportion of men in its highest paid roles (joint leadership team and qualified trades/management professional managers).



The median gender pay gap

	Gender differential				Mean Hourly Rate			Median Hourly Rate			
	Men	Women	TOTAL	Men (%)	Women (%)	Men	Women	Difference	Men	Women	Difference
2024	135	139	274	49.27%	50.73%	£19.49	£16.15	17.14%	£16.71	£14.50	13.23%
2023	158	141	299	52.84%	47.16%	£17.69	£15.27	13.68%	£14.23	£13.84	2.74%

The median gap for Acis has increased from 2.74% in 2023 to 13.23% in 2024.

One of the contributing factors to this is that part of our organisation received their uplift in August 2024, where the GPG data point is April. The impact of this is that 52 employees' uplift was not reflective in our GPG data, 38 (73.08%) of these were women).



Analysing our gender pay gap by pay quartiles

Upper quartile

	Upper Quartile					Mean Hourly Rate			Median Hourly Rate		
	Men	Women	TOTAL	Men (%)	Women (%)	Men	Women	Difference	Men	Women	Difference
2024	46	22	68	67.65%	32.35%	£29.05	£25.59	11.90%	£24.64	£24.30	1.38%
2023	45	29	74	60.81%	39.19%	£27.95	£23.59	15.62%	£22.48	£21.31	5.20%

The female headcount split has decreased here, with a 25% change in the number of women in post in the upper quartile compared to 2023. With our overall reduction in headcount, the splits between the quartiles have changed meaning some roles in upper quartile in 2023, are now in upper middle. Further this change is also attributable to several more senior roles, held by women, which have been vacated but not yet replaced at the time of the data capture, impacting these categories.

When looking at the hourly rates, the upper quartile has seen our biggest pay gap decrease between 2023 and 2024 (more than a 3% shift).



Upper middle quartile

	Upper Middle Quartile					Mean Hourly Rate			Median Hourly Rate		
	Men	Women	TOTAL	Men (%)	Women (%)	Men	Women	Difference	Men	Women	Difference
2024	28	40	68	41.18%	58.82%	£17.20	£17.35	0.85%	£17.24	£16.68	3.25%
2023	37	38	75	49.33%	50.67%	£15.85	£15.77	0.46%	£15.81	£15.77	0.25%

The female headcount has increased slightly from the previous year, with some supervisory and management roles held by females, often through promotion opportunity.

The bigger change prevalent here is the reduction on men in this quartile, with a 24% change in the number of men in the upper middle quartile compared to 2023. This is attributable to an internal restructure within our planned works division last year, which meant several of our trade and planned supervisory roles which were within the Upper Middle quartile are no longer present within Acis.



Lower middle quartile

	Lower Middle Quartile					Mean Hourly Rate			Median Hourly Rate		
	Men	Women	TOTAL	Men (%)	Women (%)	Men	Women	Difference	Men	Women	Difference
2024	35	33	68	51.47%	48.53%	£14.49	£14.03	3.22%	£14.53	£14.20	2.27%
2023	46	29	75	61.33%	38.67%	£13.69	£13.02	4.84%	£13.59	£13.33	1.91%

Previously lower middle quartile was an area in which we saw the highest proportion of men compared to women, but an increasingly narrowing gap. For 2024, we can see that this gap has narrowed considerably, with now nearly 49% of the workforce in this quartile women.

This alignment can be attributed to several factors:

- With the restructure and closure of planned works, a number of skilled trade roles held by men that were captured here have since gone, resulting in 20% reduction in the number of men in the lower middle quartile compared to 2023. As part of our pay review proposal, we offered consolidated payments to those at the lower end of the pay scale, which was applied in 2024.



Whilst not at the same level as the national living wage, the influence and impact of this payment can be seen in this quartile, where we have seen a 1.62% decrease in the gender pay gap from 4.84% in 2023 to 3.22% in 2024.

- We have also increased the rate of pay for our skilled tutor provision, again roles increasingly held by women.



Lower quartile

	Lower Quartile					Mean Hourly Rate			Median Hourly Rate		
	Men	Women	TOTAL	Men (%)	Women (%)	Men	Women	Difference	Men	Women	Difference
2024	26	44	70	37.14%	62.86%	£11.75	£11.93	-1.56%	£11.84	£11.83	0.08%
2023	30	45	75	40.00%	60.00%	£10.73	£10.94	-1.99%	£10.75	£10.82	-0.65%

The lower quartile continues to be the area in which we see the highest proportion of women compared to men. Whilst the balance is still more aligned than in 2022, it still leaves room for growth.

The almost 10% increase in the national living wage issued in April 2024 has had a direct influence on the hourly wage rate within the lower quartile. The application of the increase, in comparison to the 5% average applied across other roles, has led to an overall decrease in the gender pay gap of 0.43% from 1.99% in 2023 to 1.56% in 2024 both in favour of women.

In terms of headcount, we have seen a decrease in the number of males in the lower quartile down by 13% in 2024 from 2023. This can be attributed to the loss of some male-dominated operative roles within planned works and apprenticeships. The number of women in roles within the lower quartile has increased slightly, this is due to both the increase in scope of work within our education and skills business unit, an industry which tends to attract a higher proportion of women in that workforce.



Bonus payments

	Bonus Payments					Mean Bonus Payments		
	Men	Women	TOTAL	Men (%)	Women (%)	Men	Women	Difference
2024	43	28	71	31.85%	20.14%	£268.84	£213.45	20.60%
2023	144	118	262	91.14%	83.69%	£514.31	£565.68	-9.99%

At Acis, we offer rewards both financial and non financial which form part of our wider reward and recognition strategy, whereby we offer awards and recognition (both financial and non-financial) for the excellent work done by our employees.

We recognise that reward and recognition at Acis is broader than just pay, and in 2023 have made every effort to proactively promote our benefits offerings, our flexible way of working (known as the Acis Way) and creating an exceptional employee experience.



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the number of reward payments made in 2024.

Our financial rewards in excess of salary are based on three predominant areas:

- **Employee Star Awards:** this is where we recognise and give thanks for outstanding work demonstrated by employees, nominated by their peers.
- **Long Service:** we make reward payments relating to long service, to reward and give thanks to the loyalty of our people.
- **Retention payment –** Due to operational issues in 2022 we introduced a non-contractual retention payment for our gas engineers, the final payments from which were applied this year.



Our gender pay gap for the reward payments has shifted in favour of men with a difference of 20.60%, this is predominantly due to more men receiving the long service payment and the continuation of the Gas Engineer retention payments where these roles are predominantly held by males.

We will continue to encourage the nomination and recognition of our peers through our star award process into the next financial year.



Understanding our gender pay gap

- Our sector, as a whole, employs a large number of workers within skilled, trade- based roles. Industry trends show that these areas are within skills that are predominantly populated by males; this systemic issue means that there are a much lower number of female applicants for these types of roles.
- Linked to our housing and engineering background, several of our supervisory and first line management roles are technical specialist and supervisory roles, again more likely to be held by males.
- Several of our other valued roles, which do not attract as high a salary due to lack of qualification requirement are often held by females



Acis commitments

We're committed to treating all employees fairly and to provide equal opportunities for all.

- We have adopted flexible and agile working that may suit carers or parents, as it removes the traditional barriers of childcare and attracts candidates that otherwise may have not applied.
- We have committed to review salary benchmarking assessing all roles across the organisation every three years, this will commence in 2024.
- We have an established Equality, Diversity and Inclusivity Group, which works with our managers and employees across Acis to understand what we can do to be a more inclusive employer and place to work. This is an active group representing all parts of the organisation. It is focused on building awareness, knowledge and practical considerations on how we can grow as an inclusive employer of choice.



- Where we have core positions which are not exposed to funding uncertainties or other commercial pressures we operate to a minimum national living wage standard.
- We are seeking to attract more women to our under-represented trades roles – looking at the language on our advertisements to be more inclusive and developing an apprenticeship scheme to include females.
- We offer all of our people development opportunities which can provide them with work experience and skills to grow their careers at Acis. These can be used by those within the lower quartile ranges (generally female) to improve their promotion opportunities. This includes job share, and secondment opportunities, giving people the opportunity to develop.





For more information:

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