



Gender Pay Gap Report for Achieve Training

2021



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Achieve Training (formerly PM Training) volunteers to publish details of its gender pay gap, specifically the difference in average female earnings compared to average male earnings. The data for Achieve Training at the reference date of 5th April 2021 is as follows:

- Mean gender pay gap = **-3.30% (N.B. this is a negative figure)**
- Median gender pay gap = **-6.15% (N.B. this is a negative figure)**
- Mean bonus gender pay gap = **not applicable**
- Median bonus gender pay gap = **not applicable**
- Percentage who receive a bonus = **not applicable**

Proportion of males and females in each quartile bracket:

1. Lower quartile = **63% male and 37% female**
2. Lower middle quartile = **69% male and 31% female**
3. Upper middle quartile = **66% male and 34% female**
4. Upper quartile = **60% male and 40% female**

Summary from the Executive team at Achieve Training

We continue to make progress in closing our gender pay gap, with our 2021 data showing a small difference in favour of female colleagues.

During the year we continued to invest in development programmes to equip our colleagues with the skills, knowledge and experience to develop their careers and we continue to provide coaching and mentoring opportunities to help facilitate this. We have committed to a diversity audit through the Housing Diversity Network, which will include an audit of Achieve Training, and this is expected to report by the end of 2021. We will use the feedback from this audit to develop an action plan to drive further improvements to the diversity of our workforce.

Declaration

I declare that the information contained in this report is accurate.



Sinéad Butters
Group Chief Executive