**Sex**

Equality, diversity and inclusion are important in the recruitment process and it is of course illegal for an employer to discriminate against an individual because of their sex under the [Equality Act 2010](https://www.legislation.gov.uk/ukpga/2010/17/nпор)/.

Many employers and universities take part in positive action recruitment initiatives to address gender-related underrepresentation in their industries.

We have included below a selection of resources and websites, which provide further information and support:

- **Advisory, Conciliation and Arbitration Service (ACAS)** – Advice on sex discrimination in the recruitment process and employment.

- **Government data on the gender pay gap** – It is illegal for an employer to pay men and women differently unless the reason is not due to sex. The government reports data on gender pay gaps at large organisations with 250 employees or more.

- **Women into Science, Engineering and Construction (WISE)** - Works with people in business, industry and education to 'increase the participation, contribution and success of women in science, technology, engineering and mathematics (STEM)'.

- **Women in Banking and Finance (WIBF)** - Is a members organisation for women in banking and finance, providing career development and networking resources.

- **The Times Top 50 Employers for Women** – An annual list published by the Times Newspaper of companies making gender equality a key priority.

- **Business in the community (gender)** – Run campaigns to ensure that age, gender, race and wellbeing do not limit an employee’s engagement and success in the workplace. This page specifically focuses on gender.