

GENDER
PAY GAP REPORT

APRIL 2018

ASTER
GROUP

BRIDGING THE GAP

*We are serious
about...*

providing an environment that is fair and inclusive. We are committed to reducing our gender pay gap.

54%
of our colleagues
are female



46%
of our colleagues
are male

our average
gender pay gap is

17.93%

Hourly rates of pay



our mean
gender pay gap is

17.93%

mean
hourly rate for
female colleagues is

£14.74

median
hourly rate for
female colleagues is

£13.24

mean
hourly rate for
male colleagues is

£17.96

median
hourly rate for
male colleagues is

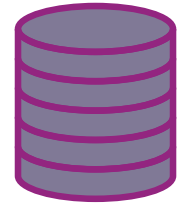
£16.33



our median
gender pay gap is

18.92%

Pay bands



77.63%
female colleagues

BAND A
£10.88
per hour or less

22.37%
male colleagues

59.12%
female colleagues

BAND B
£10.89 > £14.51
per hour

40.88%
male colleagues

38.03%
female colleagues

BAND C
£14.52 > £18.67
per hour

61.97%
male colleagues

39.08%
female colleagues

BAND D
£18.68
and above per hour

60.92%
male colleagues

Bonus



All eligible colleagues received a **bonus** in 2017/18

81.32%
females
received bonus pay



86.43%
males
received bonus pay

our mean
gender bonus gap is
22.49%

our median
gender bonus gap is
0%

More about our data

- Pay data comes from our April 2018 payroll.
- Bonus data is based on bonus payments for the 12 months previous to 05 April 2018.
- Full pay equivalent colleagues are colleagues who are NOT on reduced pay due to sick or maternity leave.

I confirm the data reported is accurate.

Dawn Sowerby

Transformation director –
People

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