

Gender

PAY GAP REPORT 2019

ASTER
GROUP

Bridging the gap

We are
serious about...

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

49.4%

of our colleagues
are female



50.6%

of our colleagues
are male

our average
gender pay gap is

8.96%

Hourly rates of pay



our mean gender pay gap is

8.96%

17.93% in 2018

20.27% in 2017

mean hourly rate for female colleagues is

£16.59

+£2.62 on last two years

mean hourly rate for male colleagues is

£18.22



median hourly rate for female colleagues is

£14.87

+£2.95 on last two years

median hourly rate for male colleagues is

£16.73

our median gender pay gap is

11.12%

18.92% in 2018

25.17% in 2017

Pay bands

0%

£



66.55%
female colleagues

BAND A
£10.88
per hour or less

33.45%
male colleagues

55.4%
female colleagues

BAND B
£10.89 > £14.51
per hour

44.6%
male colleagues

34.34%
female colleagues

BAND C
£14.52 > £18.67
per hour

65.66%
male colleagues

41.95%
female colleagues

BAND D
£18.68
and above per hour

58.05%
male colleagues

Bonus

A **bonus** was only provided to a small number of colleagues in 2018/2019 based on individual circumstances



12.13%
females
received bonus pay



5.24%
males
received bonus pay

our mean
gender bonus gap is
29.61%

our median
gender bonus gap is
59.96%

More about our data

- Pay data comes from our April 2019 payroll.
- Bonus data is based on bonus payments for the 12 months previous to 05 April 2019.
- 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.

Jane Pound
Assistant director – people

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