

GENDER PAY GAP REPORT

APRIL 2018

A S T E R

PROPERTY

BRIDGING THE GAP

*We are serious
about...*

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

27%

of our colleagues
are female



73%

of our colleagues
are male

our average
gender pay gap is

16.61%

Hourly rates of pay



our mean
gender pay gap is

16.61%

mean
hourly rate for
female colleagues is

£13.66

median
hourly rate for
female colleagues is

£11.56

mean
hourly rate for
male colleagues is

£16.38

median
hourly rate for
male colleagues is

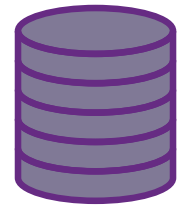
£14.76



our median
gender pay gap is

21.68%

Pay bands



59.80%
female colleagues

BAND A
£11.66
per hour or less

40.20%
male colleagues

14.73%
female colleagues

BAND B
£11.67 > £14.76
per hour

85.27%
male colleagues

11.88%
female colleagues

BAND C
£14.77 > £18.94
per hour

88.12%
male colleagues

21.74%
female colleagues

BAND D
£18.85
and above per hour

78.26%
male colleagues

Bonus



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

82.88%
females
received bonus pay



83.50%
males
received bonus pay

our mean
gender bonus gap is

5.94%

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.

A handwritten signature in blue ink, appearing to read 'Dawn Sowerby'.

Dawn Sowerby

Transformation director –
People

ASTER
GROUP