

# Gender

PAY GAP REPORT 2019

# A S T E R

PROPERTY

## Bridging the gap

We are  
passionate  
about...

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

23.8%

of our colleagues  
are female



76.2%

of our colleagues  
are male

our average  
gender pay gap is

13.91%

# Hourly rates of pay



our mean gender pay gap is

**13.91%**

16.61% in 2018

19.5% in 2017

mean hourly rate for female colleagues is

**£14.04**

+ £1.12 on last two years

median hourly rate for female colleagues is

**£11.95**

+ £0.95 on last two years

mean hourly rate for male colleagues is

**£16.31**

median hourly rate for male colleagues is

**£15.13**



our median gender pay gap is

**21.02%**

21.68% in 2018

25.92% in 2017

# Pay bands



48.21%  
female colleagues

BAND A  
£11.66  
per hour or less

51.79%  
male colleagues

24.79%  
female colleagues

BAND B  
£11.67 > £14.76  
per hour

75.21%  
male colleagues

4.42%  
female colleagues

BAND C  
£14.77 > £18.94  
per hour

95.58%  
male colleagues

17.95%  
female colleagues

BAND D  
£18.85  
and above per hour

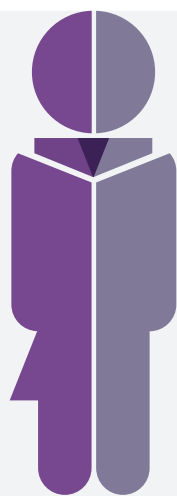
82.05%  
male colleagues

# Bonus

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



16.51%  
females  
received bonus pay



3.71%  
males  
received bonus pay

our mean  
gender bonus gap is  
-3.48%

our median  
gender bonus gap is  
60.03%

## 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