

Gender pay gap report

2023 snapshot



We're aiming to be the employer of choice in our sector. To do that, there are some very basic things we need to have in place. Feeling supported and being paid fairly are important parts of getting those basics right. Our Gender pay gap is one way we measure how well we're doing but there are a range of other measures that we use to look at how far we are on our diversity and inclusion journey.

57%
of our colleagues
are **female**

43%
of our colleagues
are **male**

Our
average
Gender pay gap is
15.23%

Our
hourly
rates of pay

mean
hourly rate
for female
colleagues is

£ **17.18**

median
hourly rate for female
colleagues is

£ **14.81**

Our
mean
Gender pay gap is
15.23%

15.22% in 2022
11.46% in 2021
10.21% in 2020

mean
hourly rate
for male
colleagues is

£ **20.27**

median
hourly rate for male
colleagues is

£ **18.64**

Our
median
Gender pay gap is
20.56%

18.47% in 2022
12.96% in 2021
12.28% in 2020

Pay bands



72.9%
female colleagues

Band A
£12.85
per hour or less

27.1%
male colleagues

71.2%
female colleagues

Band B
£12.86 > £16.52
per hour

28.8%
male colleagues

40.2%
female colleagues

Band C
£16.53 > £20.97
per hour

59.8%
male colleagues

43.8%
female colleagues

Band D
£20.98
and above per hour

56.3%
male colleagues

Bonus

This year, out of 1,829 colleagues (1,055 female and 774 male):

The **proportion of females** receiving a bonus was

95.1%

The **proportion of males** receiving a bonus was

95.2%

Our **mean** Gender bonus gap is

-9.8%

Our **median** Gender bonus gap is

0%

More about our data:

- Pay data comes from our April 2023 payroll
- Bonus data is based on bonus payments for the 12 months previous to 5 April 2023
- 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**.



ASTER
GROUP

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