

# 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.

26%

of our colleagues  
are **female**

74%

of our colleagues  
are **male**

Our  
**average**  
Gender pay gap is

7.2%

Our  
**hourly**  
rates of pay



Our  
**mean**  
Gender pay gap is  
**7.2%**

**11.82%** in 2022  
**16.73%** in 2021  
**17.04%** in 2020

**mean**  
hourly rate  
for female  
colleagues is

£**18.18**

**mean**  
hourly rate  
for male  
colleagues is

£**19.59**



Our  
**median**  
Gender pay gap is  
**23.6%**

**18.82%** in 2022  
**24.33%** in 2021  
**24.93%** in 2020

**median**  
hourly rate for female  
colleagues is

£**14.47**

**median**  
hourly rate for male  
colleagues is

£**18.94**

# Pay bands



**56.6%**  
female colleagues

**Band A**  
**£14.47**  
per hour or less

**43.4%**  
male colleagues

**25.5%**  
female colleagues

**Band B**  
**£14.52 > £18.28**  
per hour

**74.5%**  
male colleagues

**8.7%**  
female colleagues

**Band C**  
**£18.29 > £21.94**  
per hour

**91.3%**  
male colleagues

**24.2%**  
female colleagues

**Band D**  
**£22.00**  
and above per hour

**75.8%**  
male colleagues

# Bonus

This year, out of 528 colleagues (142 female and 386 male):

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

**97.9%**

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

**95.5%**

Our **mean** **Gender** bonus gap is

**-6.28%**

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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