

# Gender pay gap report

2020  
snapshot



To be a really good employer there are some very basic things we need to have in place and feeling comfortable at work 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 - you can read more about what we've been doing in our Gender pay gap report.



**49%**

of our colleagues  
are **female**

**51%**

of our colleagues  
are **male**

Our  
**average**  
Gender pay gap is

**10.21%**

# Our **hourly** rates of pay

Our **mean**  
Gender pay gap is  
**10.21%**

**8.96%** in 2019  
**17.93%** in 2018  
**20.27%** in 2017

**mean**  
hourly rate  
for **female**  
colleagues is

£ **17.05**

+ £3.08 on last three years

**mean**  
hourly rate  
for **male**  
colleagues is

£ **18.99**

**median**  
hourly rate for **female**  
colleagues is

£ **15.26**

Our **median**  
Gender pay gap is  
**12.28%**

**11.12%** in 2019  
**18.92%** in 2018  
**25.17%** in 2017

**median**  
hourly rate for **male**  
colleagues is

£ **17.39**

# Pay bands



**66.36%**  
female colleagues

**Band A**  
£**12.87**  
per **hour** or less

**33.64%**  
male colleagues

**56.21%**  
female colleagues

**Band B**  
£**12.88** > £**16.32**  
per **hour**

**43.79%**  
male colleagues

**32.71%**  
female colleagues

**Band C**  
£**16.33** > £**20.14**  
per **hour**

**67.29%**  
male colleagues

**39.75%**  
female colleagues

**Band D**  
£**20.15**  
and above per **hour**

**60.25%**  
male colleagues

# Bonus

This year we've given a **bonus to:**

**83.73%**

**females**  
received **bonus** pay

**81.79%**

**males**  
received **bonus** pay

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

**-18.59%**

Our **median**  
**Gender** bonus gap is

**0%**

## More about **our data:**

- Pay data comes from our April 2020 payroll
- Bonus data is based on bonus payments for the 12 months previous to 05 April 2020, and
- 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**  
People director

**A S T E R**  
GROUP