ASTER Gende pay gap **report**



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.

PROPERTY

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.

of our colleagues are **female**

%

of our colleagues are **male**

7/7

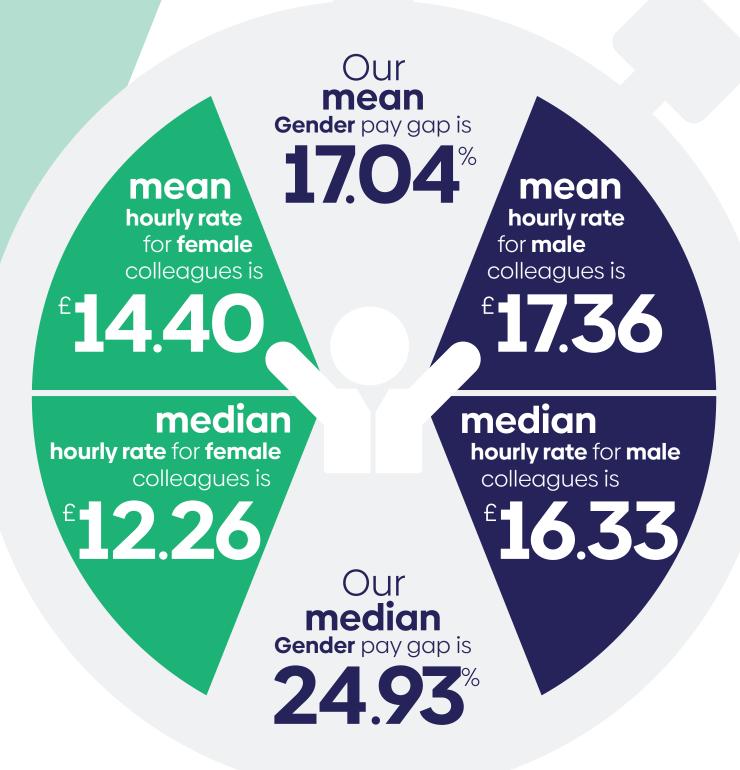
%

%

Our average Gender pay gap is

1704

Our **hourly** rates of pay



Pay bands

| 47.41 % female colleagues | Band A f 12.26 per hour or less | 52.59% male colleagues |
|----------------------------------|---|--------------------------------|
| 222.22% female colleagues | Band B £ 12.27 > £ 16.33 per hour | 77778 % male colleagues |
| 6.67 % female colleagues | Band C £ 16.34 >£ 18.99 per hour | 93.33 % male colleagues |
| 16.56 % female colleagues | Band D £ 19.00 and above per hour | 84.44 % male colleagues |



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





Our **mean** Gender bonus gap is

-945[%]

Our **median** Gender bonus gap is

%

ASTER

GROUP

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