

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.

73%
of our colleagues
are **female**

27%
of our colleagues
are **male**

Our
average
Gender pay gap is

16.18%

Our
hourly
rates of pay

Our
mean
Gender pay gap is
16.18%
29.25% in 2022

mean
hourly rate
for female
colleagues is
£ **13.86**

mean
hourly rate
for male
colleagues is
£ **16.53**

median
hourly rate for female
colleagues is
£ **11.94**

median
hourly rate for male
colleagues is
£ **14.72**

Our
median
Gender pay gap is
18.89%
34.71% in 2022

Pay bands



78.4%
female colleagues

Band A
£10.81
per hour or less

21.6%
male colleagues

78.4%
female colleagues

Band B
£10.83 > £12.49
per hour

21.6%
male colleagues

78.9%
female colleagues

Band C
£12.50 > £15.91
per hour

21.2%
male colleagues

54%
female colleagues

Band D
£15.97
and above per hour

46%
male colleagues

Bonus

This year, out of 209 colleagues (156 female and 53 male):

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

94.5%

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

93%

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

0.39%

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**.



Lyndsay Nickerson
People and Culture Director

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