

# Gender Pay Gap Report 2017

Published in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The calculations of gender pay gap are based on a snapshot of payroll data at 5<sup>th</sup> April 2017.

Gender Pay Gap Summary	
Difference in Mean hourly rate of pay	3.60%
Difference in Median hourly rate of pay	0.00%
Difference in bonus pay - Mean	33.40%
Difference in bonus pay - Median	64.20%

Bonus Pay by Gender	Male	Female
Percentage receiving bonus pay	2.6%	2.1%

Pay Quartiles	Male	Female
Lower Quartile	41.0%	59.0%
Lower Middle Quartile	39.0%	61.0%
Upper Middle Quartile	42.6%	57.4%
Upper Quartile	38.7%	61.3%

I confirm that ASA's gender pay gap calculations are accurate and meet the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Paul Donaldson  
Finance Director



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