

Gender Pay Gap Report 2023

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 7th April 2023.

Gender Pay Gap Summary	
Difference in Mean hourly rate of pay	13.56%
Difference in Median hourly rate of pay	-1.76%
Difference in bonus pay - Mean	54.5%
Difference in bonus pay – Median	58.0%

Bonus Pay by Gender	Male	Female
Percentage receiving bonus pay	1.8%	3.9%

Pay Quartiles	Male	Female
Lower Quartile	44.2%	55.8%
Lower Middle Quartile	42.7%	57.3%
Upper Middle Quartile	32.0%	68.0%
Upper Quartile	43.5%	56.5%

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.

Kevin Lyon
Finance Manager

