

Gender Pay Gap Report 2018

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 5th April 2018.

Gender Pay Gap Summary	
Difference in Mean hourly rate of pay	3.97%
Difference in Median hourly rate of pay	0.72%
Difference in bonus pay - Mean	43.3%
Difference in bonus pay - Median	2.5%

Bonus Pay by Gender	Male	Female
Percentage receiving bonus pay	9.3%	11.8%

Pay Quartiles	Male	Female
Lower Quartile	46.7%	53.3%
Lower Middle Quartile	34.8%	65.2%
Upper Middle Quartile	38.6%	61.4%
Upper Quartile	44.8%	55.2%

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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