

Gender Pay Gap Report 2019

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 2019.

Gender Pay Gap Summary	
Difference in Mean hourly rate of pay	6.30%
Difference in Median hourly rate of pay	-0.20%
Difference in bonus pay - Mean	56.5%
Difference in bonus pay - Median	30.2%

Bonus Pay by Gender	Male	Female
Percentage receiving bonus pay	3.9%	4.2%

Pay Quartiles	Male	Female
Lower Quartile	42.3%	57.7%
Lower Middle Quartile	34.4%	65.6%
Upper Middle Quartile	34.7%	65.3%
Upper Quartile	41.2%	58.8%

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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