

Gender Pay Gap Report 2020

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 2020.

Gender Pay Gap Summary	
Difference in Mean hourly rate of pay	6.7%
Difference in Median hourly rate of pay	4.4%
Difference in bonus pay - Mean	74.0%
Difference in bonus pay - Median	58.7%

Bonus Pay by Gender	Male	Female
Percentage receiving bonus pay	3.6%	5.4%

Pay Quartiles	Male	Female
Lower Quartile	35.3%	64.7%
Lower Middle Quartile	33.1%	66.9%
Upper Middle Quartile	48.2%	51.8%
Upper Quartile	40.8%	59.2%

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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