

Gender Pay Gap Report 2021

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 2021.

Gender Pay Gap Summary	
Difference in Mean hourly rate of pay	7.7%
Difference in Median hourly rate of pay	8.1%
Difference in bonus pay - Mean	18.7%
Difference in bonus pay - Median	13.9%

Bonus Pay by Gender	Male	Female
Percentage receiving bonus pay	2.3%	3.7%

Pay Quartiles	Male	Female
Lower Quartile	32.6%	67.4%
Lower Middle Quartile	43.2%	56.8%
Upper Middle Quartile	42.8%	57.2%
Upper Quartile	51.4%	48.6%

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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