

# Gender Pay Gap Report 2022

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 5<sup>th</sup> April 2022.

Gender Pay Gap Summary	
Difference in Mean hourly rate of pay	- 1.1%
Difference in Median hourly rate of pay	- 3.7%
Difference in bonus pay - Mean	10.0%
Difference in bonus pay – Median	- 298.6%

Bonus Pay by Gender	Male	Female
Percentage receiving bonus pay	1.2%	2.5%

Pay Quartiles	Male	Female
Lower Quartile	39.8%	60.2%
Lower Middle Quartile	46.3%	53.7%
Upper Middle Quartile	37.0%	63.0%
Upper Quartile	36.6%	63.4%

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.

Gary Coventry Coyle  
Finance Director

