

Gender Pay Gap Report 2024

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 7th April 2024.

Gender Pay Gap Summary	
Difference in Mean hourly rate of pay	7.90%
Difference in Median hourly rate of pay	-0.07%
Difference in bonus pay - Mean	44.3%
Difference in bonus pay – Median	10.5%

Bonus Pay by Gender	Male	Female
Percentage receiving bonus pay	4.2%	4.6%

Pay Quartiles	Male	Female
Lower Quartile	31.4%	68.6%
Lower Middle Quartile	45.7%	54.3%
Upper Middle Quartile	35.7%	64.3%
Upper Quartile	39.7%	60.3%

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.

Kevin Lyon
Finance Manager

