



Gender Pay Gap Report 2022



Our commitment to you

We are dedicated to our staff and committed to ensuring that we offer a diverse and inclusive place to work. Part of this is addressing our **gender pay gap**, so we have formulated this report in accordance with the UK government's **Gender Pay Gap** Regulations, whereby businesses with over 250 employees are required to report their pay gap.

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Gender Pay Gap explained



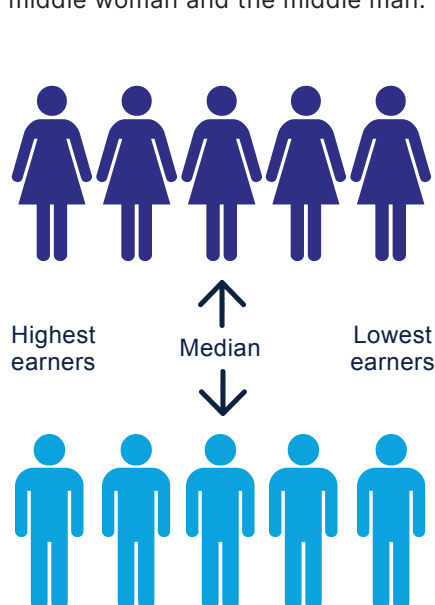
The **gender pay gap** is a measure of the percentage difference in the average hourly pay of men and women working for Bath ASU, regardless of role, length of service and any other differentiating factors.

This is separate to equal pay, which is about ensuring men and women doing the same job (or similar work of equal value) are paid the same, regardless of gender.

The **bonus gap** looks at all bonus payments in the last 12 month period to 5th April 2022.

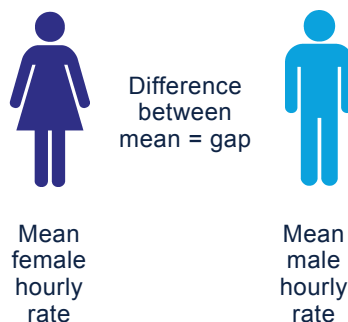
Median Gap

The 'middle value' of a population. If you line up all of the women in order of hourly rate and then all of the men, the median gap will be the percentage difference between the middle woman and the middle man.



Mean Gap

The percentage difference in the mean hourly pay and bonus for women within the business compared to men.



Quartiles

Calculated by ranking the pay for all employees, from highest to lowest. This is then divided into four equal sized groups, called quartiles. In this report, we will look at the percentage each gender makes up within these quartiles.

Our results



The following data is from the snapshot date of 5th April 2022.

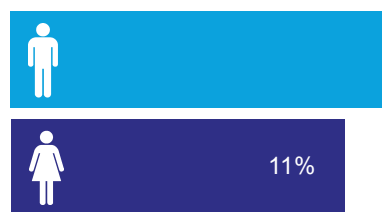
Median Gender Pay Gap



Mean Gender Pay Gap



Median Gender Bonus Pay Gap

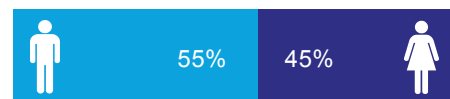


Mean Gender Bonus Pay Gap

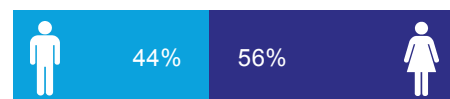


Gender Split in each quartile pay band

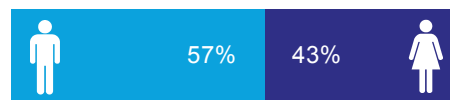
Upper quartile



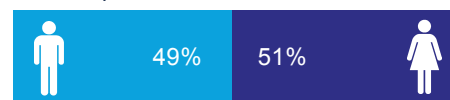
Upper middle quartile



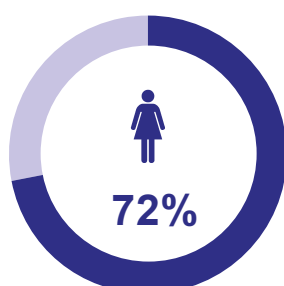
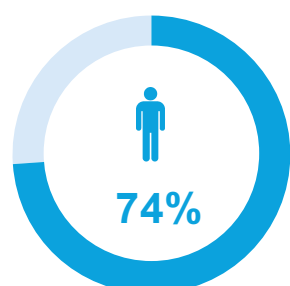
Lower middle quartile



Lower quartile



Proportion receiving a bonus payment



Employee Numbers



How we compare



Overall, our **gender pay gap** is consistently better than the UK averages.

Median Pay Gap

The pay gap remains virtually closed, with a small 3% gap in favour of female employees.

Mean Pay Gap

Our **mean pay gap** also stands at 3% in favour of female employees, significantly better than the 11% UK average for full-time employees (2022 provisional).

Bonus

All employees who have passed probation are entitled to a performance-based bonus. Virtually the same percentage of male and female employees (74% and 72% respectively) received bonuses during the reporting period.

Quartiles

Women are marginally more represented in highly skilled roles, making up 56% of our Upper Middle and 45% of our Upper Quartiles.

Declaration of accuracy



All the relevant gender pay reporting figures set out in the pages above have been calculated in accordance with the **gender pay gap** reporting legislation. I can confirm that the data contained within this report is accurate.

A handwritten signature in blue ink that reads 'Chris Watt'. The signature is stylized, with the first letters of the first and last names being capitalized and prominent.

Chris Watt, Executive Chairman