



## Gender Pay Gap Reporting

We are an employer voluntarily choosing to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees data.

ADA's mean gender pay gap for women's hourly rate is 0.7% lower

ADA's median gender pay gap for women's hourly rate is 2.1% lower

ADA's mean and median bonus gender pay gap is 0%

ADA's proportion of males and females receiving a bonus payment is 0% males and 0% females

ADA's proportion of males and females in each quartile band is:

Top quartile	13% Male	87% Female
Upper middle quartile	33% Male	67% Female
Lower middle quartile	20% Male	80% Female
Lower quartile	13% Male	87% Female

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5<sup>th</sup> 2017.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records.

You can learn more about Gender Pay Reporting by visiting [www.acas.org.uk/genderpay](http://www.acas.org.uk/genderpay)

