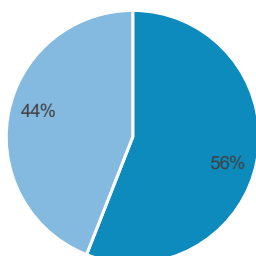


# ALS Gender Pay Gap Report

April 2024

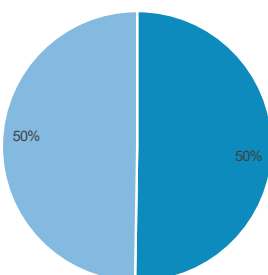


Lower Quartile



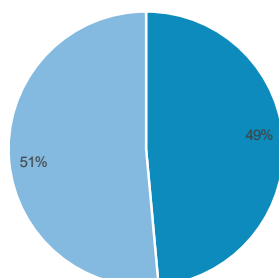
■ Males ■ Females

Lower Mid Quartile



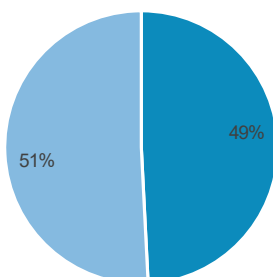
■ Males ■ Females

Upper Mid Quartile



■ Males ■ Females

Upper Quartile



■ Males ■ Females

## Main Gender Pay Gap Figures

- Women earned **£1.02** for every £1 that men earned (comparing median hourly pay)
- Women made up **50.7%** of employees in the highest paid quarter, and **44.1%** of employees in the lowest paid quarter
- **20.3%** of women received bonus pay, compared with **24.2%** of men
- Women's bonus pay was **0.0%** lower than men's (comparing median bonus pay)

## Hourly Pay

Women's median hourly pay was 2.1% higher than men's – this means they earned £1.02 for every £1 that men earn when comparing median hourly pay

Women's mean (average) hourly pay was 2.0% lower than men's

## Pay Quarters

Women made up:

- 50.7% of employees in the upper hourly pay quarter (highest paid jobs)
- 51.5% of employees in the upper middle hourly pay quarter
- 49.7% of employees in the lower middle hourly pay quarter
- 44.1% of employees in the lower hourly pay quarter (lowest paid jobs)

Mean Pay - Males		Mean Pay - Females		Mean Gender Pay Gap			
14.72		14.42		2.04%			
Mean Bonus Pay - Males		Mean Bonus Pay - Females		Mean Bonus Gender Pay Gap			
916.00		710.00		22.41%			
Proportion of Males Receiving a Bonus Payment			Proportion of Females Receiving a Bonus Payment				
24.7%			20.31%				
Median Pay - Males		Median Pay - Females		Median Gender Pay Gap			
12.51		12.78		-2.12%			
Median Bonus - Males		Median Bonus - Females		Median Bonus Gender Pay Gap			
100.00		100.00		0%			
Lower Quartile		Lower Mid Quartile		Upper Mid Quartile		Upper Quartile	
Male	55.9%	Male	50.2%	Male	48.5%	Male	49.2%
Female	44.0%	Female	49.7%	Female	51.4%	Female	50.8%

ALS' commitment to flexibility and equality is evident through its support of flexible work arrangements. A thorough review of the technical and behavioural competency framework has been conducted to ensure fair pay ranges without gender bias. The organisation remains dedicated to monitoring and promoting gender pay equality, reflecting its unwavering commitment to equality and diversity.