



Gender Pay Gap Report for Aspire Housing

2020



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As Aspire Housing employs more than 250 people it is required by Government regulations to publish details of its gender pay gap, specifically the difference in average female earnings compared to average male earnings. The data for Aspire Housing at the reference date of 5th April 2020 is as follows:

- Mean gender pay gap = **14.85%**
- Median gender pay gap = **12.46%**
- Mean bonus gender pay gap = **not applicable**
- Median bonus gender pay gap = **not applicable**
- Percentage who receive a bonus = **1.04%**

Proportion of males and females in each quartile bracket:

1. Lower quartile = **41% male and 59% female**
2. Lower middle quartile = **40% male and 60% female**
3. Upper middle quartile = **65% male and 35% female**
4. Upper quartile = **57% male and 43% female**

Summary from the Executive team at Aspire Housing

Our gender pay gap remains higher than we would like, but has reduced since 2019 when the mean difference was 17.22% and the median difference was 17.64%. We continue to have a higher proportion of female colleagues in front-line customer service and housing management roles, which are traditionally lower paid roles, but our objective remains to pay median market rates of pay to attract the best talent, based on competence and capability.

We have successfully delivered the first cohort of our Aim High development programme, designed to provide non-management colleagues with an opportunity to participate in a 12 month programme of development activity that will provide them with the skills, knowledge and experience to compete more effectively for higher paid first line management roles. Half of this cohort were female colleagues and we are now working with them to identify further opportunities for career development opportunities.

We know there is more to do to increase the diversity of our management population and Leadership team, and we continue to be committed to diversifying our talent pool in the future. Whilst continuing to employ people based on their suitability for the role, we will work to ensure our range of benefits, including flexible working opportunities, are designed to remove any barriers there may be to our employment of people with childcare, caring or other responsibilities.

Declaration

I declare that the information contained in this report is accurate.



Sinéad Butters
Group Chief Executive

