



Gender Pay Gap Report for Aspire Housing

2021



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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 2021 is as follows:

- Mean gender pay gap = **14.04%**
- Median gender pay gap = **11.48%**
- Mean bonus gender pay gap = **not applicable**
- Median bonus gender pay gap = **not applicable**
- Percentage who receive a bonus = **0.98%**

Proportion of males and females in each quartile bracket:

1. Lower quartile = **41% male and 59% female**
2. Lower middle quartile = **34% male and 66% female**
3. Upper middle quartile = **67% male and 33% female**
4. Upper quartile = **57% male and 43% female**

Summary from the Executive team at Aspire Housing

For the second consecutive year we have made improvements in our gender pay gap, with a further reduction in the gender pay gap for 2021. Whilst it is pleasing to see the gender pay gap narrowing, we are committed to doing more to further reduce the gap in the future.

During the year we continued to invest in development programmes to equip our colleagues with the skills, knowledge and experience to develop their careers and we continue to provide coaching and mentoring opportunities to help facilitate this. We have committed to a diversity audit through the Housing Diversity Network, which is expected to report by the end of 2021. We will use the feedback from this audit to develop an action plan to drive further improvements to the diversity of our workforce.

The gender balance of our Leadership team has been improved in 2021, with the appointment of two female colleagues to Director level roles. We are in the process of developing a succession planning model for all management roles across our business, and we will use this to identify opportunities to provide targeted support to groups currently under represented in management and leadership roles.

Declaration

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



Sinéad Butters
Group Chief Executive

