



# Gender Pay Gap Report for Aspire Housing

# 2022

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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 at the reference date of 5th April 2022 is as follows:

- Mean gender pay gap = **16.41%**
- Median gender pay gap = **12.23%**
- Mean bonus gender pay gap = **not applicable**
- Median bonus gender pay gap = **not applicable**
- Percentage who receive a bonus = **female 2.84% male 0%**

## Proportion of males and females in each quartile:

1. Lower quartile = **33% male and 67% female**
2. Lower middle quartile = **43% male and 57% female**
3. Upper middle quartile = **65% male and 35% female**
4. Upper quartile = **58% male and 42% female**

## Summary from the Executive team at Aspire Housing

We have seen an increase in our gender pay gap from 2021, however; the Office for National Statistics (ONS) has specified that comparing years related to COVID is not recommended. Having a gender pay gap does not necessarily mean that as an organisation we have acted in a discriminatory way and we are satisfied that our gender pay gap is reflective of the under representation of a particular gender in specific roles rather than for any other reason.

We have seen an increase in the number of females in entry level roles in the lower quartile, and a small decrease in the number of females in the upper quartile. Our net headcount increase has been 100% higher for males than that for females, with 49% of males joining in roles in the top and upper middle quartiles.

Several other factors have influenced our gender pay gap which include:

- Salary sacrifice - salary sacrifice payments are excluded from the calculation of the gender pay gap and 11% of our female colleagues take advantage of our salary sacrifice schemes, predominantly childcare vouchers, compared to 5% of our male colleagues.
- During Covid, we were able to carry out our emergency repairs during the normal working day. As we emerged from lockdown restrictions, we saw an increase in out of hours emergency call outs and repairs, which positively impacted our predominantly male colleagues.

We are committed to improving our gender pay gap and we will continue to monitor pay, ensuring equity at all levels, and benchmarking within our sector.

We have established an Equality and Diversity Steering Group with representation from across the organisation who will be tasked with a review of our recruitment and rewards practices to improve gender representation at all levels.

We have also formed a “Colleague Voice” forum who have been involved in the development of our Great Conversations toolkit, which includes career development and succession planning. We will utilise this to ensure greater transparency and equality of opportunity and development for all our colleagues.

## Declaration

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



**Sinéad Butters**  
Chief Executive

