



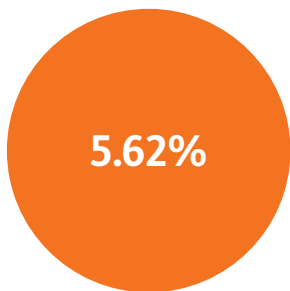
# Gender Pay Gap Report for Aspire Housing

# 2023

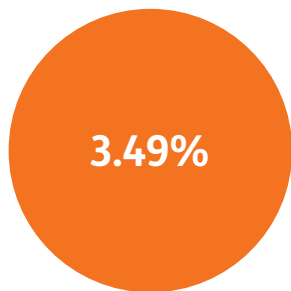
# Gender Pay Gap Report for Aspire Housing

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 earnings of women compared to average earnings of men. The data for Aspire at the reference date of 5th April 2023 is as follows:

Mean gender pay gap



Median gender pay gap



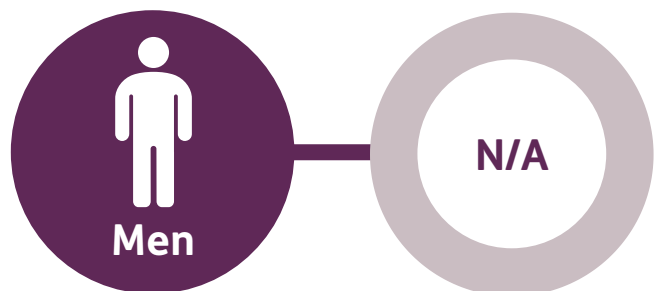
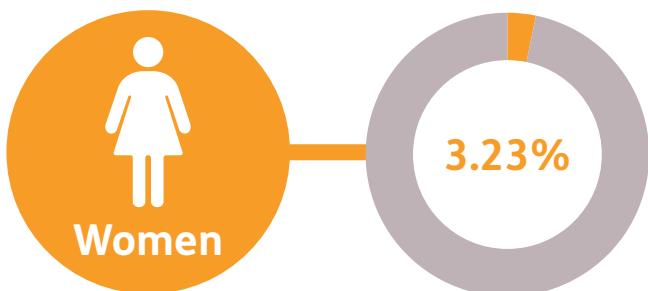
Mean bonus gender pay gap



Median bonus gender pay gap



## Percentage who receive a bonus



## Proportion of men and women in each quartile:

Lower quartile



● Men 55%  
● Women 45%

Lower middle quartile



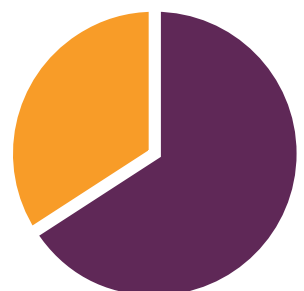
● Men 54%  
● Women 46%

Upper middle quartile



● Men 57%  
● Women 43%

Upper quartile



● Men 66%  
● Women 34%

## Summary

Aspire Housing are committed to developing and supporting a diverse and inclusive workforce. We have seen a significant decrease in our gender pay gap from 2022 when the mean gender pay gap was 16.41%, now 5.62%, and the median gender pay gap was 12.23%, now 3.49%. Our pay structure ensures that all colleagues are paid equally. We are satisfied that our gender pay gap is reflective of the under representation of a particular gender in specific roles rather than any other reason.

The positive shift in our gender pay gap has been due to restructures at the senior level, together with women joining the business in roles in the upper quartiles, and existing women in the organisation taking on more senior roles. The blend of men and women in the lower quartiles is also now more balanced.

## Highlights

We have commenced a management development programme for all our managers which will support our colleagues and provide opportunities for progression. We are pleased that this cohort of aspiring managers has a 42%/58% split of men/women.

Our Equality, Diversity and Inclusion Forum is now well established, working closely with our Wellbeing Forum to develop training, support, events and a network of champions throughout the organisation to promote a truly inclusive workplace.

## Declaration

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



**Sinéad Butters**  
Chief Executive

