

Aspire Community Benefit Society

Statutory Gender Pay Gap Report

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Statutory Gender Pay Report

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1. Introduction

- 1.1. This report is the statutory duty for disclosure of the gender pay gap for Aspire Community Benefit Society. It also contains some additional voluntary information explaining how we work to address the general barriers for career progression of women in the workplace.
- 1.2. All companies with 250 or more employees are now required to publish their gender pay gap under new legislation that came into force in April 2017.
- 1.3. Employers have to publish the gap in pay between men and women on both a mean basis (average hourly salary) and median basis (pay per hour based) on the “person in the middle” of the distribution of pay.
- 1.4. Additionally employers are required to disclose the distribution of gender by pay quartile, this means by splitting the workforce into four groups based on their pay and showing the proportion of men and women in each group.
- 1.5. Employers are also required to disclose percentages of staff receiving bonuses by gender; however Aspire does not operate a bonus scheme.
- 1.6. This is the first time we have published and we are proud to be able to share our findings.
- 1.7. Aspire is very much aware of the broader societal issues facing women in the workplace and we have actively identified and worked on initiatives to break down those barriers.
- 1.8. This report provides both statutory disclosure as well as some additional narrative around gender pay and workforce demographics across Aspire.
- 1.9. We have included data on all people on contract, but we have not included agency staff or volunteers or those customers whom we support who are also on permitted earnings.
- 1.10. All Aspire staff doing the same job are paid the same rate – there is no difference regarding gender.
- 1.11. Aspire does not operate a bonus scheme.

2. What We Do

- 2.1. Aspire Community Benefit Society is registered with Companies House and is regulated by the Financial Conduct Authority.
- 2.2. The Objects of Aspire are to provide care and support services to adults with learning disabilities in Leeds and throughout the United Kingdom, in particular by providing:



- supported living services to support people in their own homes to enable them to live as independently as possible;
- respite care services to allow family carers to have short-term breaks;
- unplanned and emergency care and support services;
- day care and support services;
- other services to persons in need of support by reason of disability, vulnerability, illness or necessitous circumstances;

3. Aspire Pay Awards

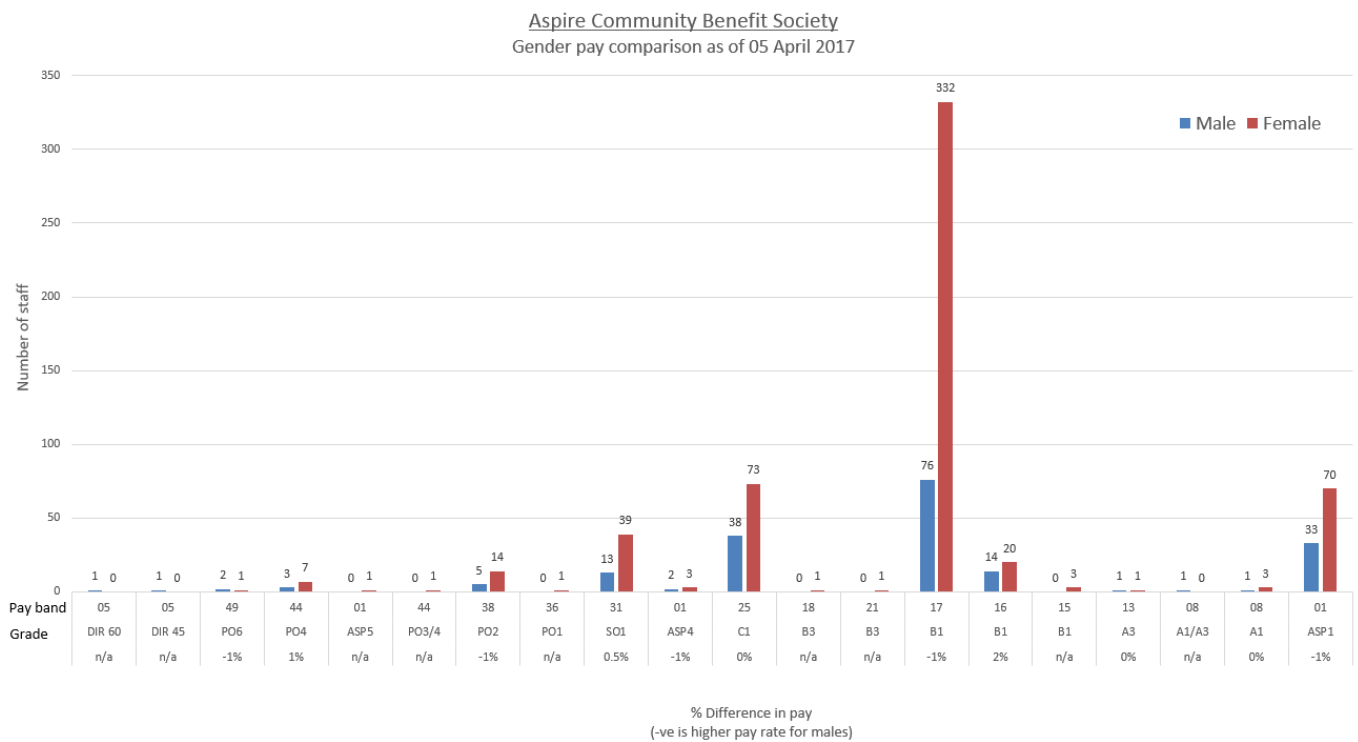
- 3.1. Aspire pays the Living Wage Foundation Living Wage (LWFLW) for waking hours worked as a minimum to all new starters which is above the National Living Wage rates and above sector average.
- 3.2. All TUPEd employees up to and including Chief Executive receive pay rises in line with national agreement. However, where the lower paid TUPEd jobs still do not reach the Living Wage Foundation Living Wage, Aspire have brought those jobs up to and in line with the LWFLW rates too.

4. The Difference Between Equal Pay & the Gender Pay Gap

- 4.1. The introduction of the Equal Pay Act in 1970 made it unlawful to pay different amounts to men and women who are doing “like for like” work or work of equal value or work rated as equivalent unless there is “genuine material factor for the difference”.
- 4.2. The gender pay gap is the difference between the hourly rate of pay of male and female employees, expressed in the regulation as a percentage of the hourly rates showing the mean and the median.
 - 4.2.1. Mean vs median – The gender pay gap reporting regulations specifically require that both these metrics are used; they are complementary and illustrate different aspects of the distribution of pay across the workforce.
 - 4.2.2. All terms and conditions set by Aspire are standardised making no regard to gender and are open and transparent.



5. Gender at Aspire - Workforce Demographics



6. The Gender Pay Gap at Aspire

Aspire recognises that there are many causes of gender pay gaps and that they are varied and often overlapping, including those that originate outside of the workplace. Despite our gap being minimal we have actively sought out a number of initiatives to break down those barriers, some of which we transported across under TUPE arrangements and some new. As part of our overall action planning we will continue to review and build upon them.

Initiatives supporting equality, diversity and inclusion include:

6.1 Childcare Vouchers

Childcare vouchers are a tax-efficient way to pay for childcare and help reduce childcare costs. As a family friendly organisation, we offer a childcare vouchers scheme to our staff.

6.2 Culture & Diversity Champions

This is our Equality, Diversity & Inclusion network that includes staff from all tiers and areas of the organisation. We work with champions to help engage staff, and to influence and assist in the decision making process.

6.3 Learning and Development

A five year learning and development strategy is in place offering a wide range of courses, training and personal development opportunities to all staff across all levels and areas of work.

6.4 Flexible Working Agreements

Aspire have in place a number of flexible working arrangements that support a healthy work life balance. Flexible working allows more freedom to organise and balance work to fit in with other parts of life. Developed in partnership with the recognised trade unions options include: hours worked, time of day and work base, annualised hours, compressed hours, employment breaks, self-rostering and term-time only working.

6.5 Job Sharing

Aspire has a job share policy to maximise flexibility as an employer, to aid recruitment and retention and to respond to the needs of employees; typically this would be offered in conjunction with our flexible working provisions.

6.6 Family Leave

Employees receive enhanced pay when taking maternity, paternity or adoption leave – we also actively support shared parental leave and flexible arrangements to support with parental responsibilities.

6.9 Working in Partnership

with the recognised trade unions, GMB and Unison, to support the process of collective bargaining as well as supporting particular roles of in-house union learning representatives.

6.10 Equality & Diversity Policy

This policy covers all employees and outlines the roles and responsibilities of managers, HR and employees when operating within our values as well as legal requirements.

6.7 Living Wage Foundation Living Wage

Aspire pays due regard to the values of having a living wage. We have a high proportion of female employees in our lower quartile, many of them are paid under TUPE arrangements but those who are employed on Aspire contracts are paid in line with Living Wage Foundation Living Wage; this is above the living wage and means that the range from those (paid on Aspire contracts) in the Lower Quartile to the Upper Quartiles is not as broad as it would be if we paid minimum wage.

6.8 Staff Engagement

There are a range of strategic and operational opportunities for staff engagement, influencing and assistance in decision making across the service and at every level these include:

- Employee places on the Board
- Recognised Trades Union representatives on the Board
- Strategic and operation area and service meetings
- Regular trade union meetings

6.11 Other Policies

which support our commitment to equity in the workplace including Dignity at Work and Whistleblowing.



7. Statutory Disclosures

- 7.1. The tables below show the overall mean and median gender pay gap, based on hourly rate of pay, of those employed on a snapshot date of 4th April 2017.
- 7.2. This does not include a bonus table as Aspire does not operate a bonus scheme or performance related payments.
- 7.3. In 2017 Aspire ran a voucher based recognition scheme that invited staff from across the service to nominate colleagues against particular categories; the vouchers were donated and were of a nominal amount determined by the donor. The donor had no knowledge of who received a voucher and will only be notified of category if an enquiry is made. The vouchers have not been used in the calculation.
- 7.4. The tables below (Fig 1) show the mean and the median % percentage difference, and are based on the Aspire total workforce.

Quartile	Mean hourly rate	Male	Female	% difference
Q1	£8.77	£8.59	£8.82	-2.68%
Q2	£10.20	£10.44	£10.13	2.97%
Q3	£11.35	£11.36	£11.35	0.09%
Q4	£15.06	£15.36	£14.92	2.86%
All	£11.34	£11.74	£11.20	4.60%

Quartile	Median hourly rate	Male	Female	% difference
Q1	£8.45	£8.45	£8.70	-2.96%
Q2	£10.61	£10.73	£10.50	2.14%
Q3	£11.24	£11.15	£11.26	-0.99%
Q4	£14.34	£13.60	£14.34	-5.44%
All	£10.96	£11.04	£10.93	1.00%

Fig 1

- 7.4.1. The analysis of the small gap that we have is due to the stereotypical and historical nature of care and support services delivered by women.



7.5. The table below (fig 2) sets out the proportion of females to males in each quartile band.

Quartile	Male	Female	% Male	% Female
Q1	44	146	23%	77%
Q2	42	148	22%	78%
Q3	46	143	24%	76%
Q4	58	131	31%	69%
Total	190	568	25%	75%

Fig 2



Andy Rawnsley
Chief Executive



Sheila Dunham
Chair

8. Statement of Accuracy

The methods and systems we have used to gather and interrogate the data are computer based and peer assessed.

Our pay scales are based on the local authority scales for staff TUPEd to Aspire and also the Living Wage Foundation recommendations.

Our board is made up of customers, staff, trades union staff representatives, Councillors and non-executives and, whilst our rules permit payment to them, no payments are in fact made.

Based on the scope of our audit our conclusions are outlined below:

How complete and accurate is our gender pay gap?

- There are no exceptions to the audit; all contracted employees have been included for the purpose of statutory disclosure.
- Nothing has come to our attention that causes us to believe that the data has not been collated and scrutinised accurately.
- There are no known system errors that would materially affect data outputs.
- We have shared data in an open, transparent and easy read style.

