

Aspire Community Benefit Society Statutory Gender Pay Gap Report

March 2020



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@AspireCBS

Aspire Community Benefit Society Ltd is a registered society in England and Wales under the Cooperative and Community Benefit Societies Act 2014.
Registered number: 7062. HMRC charities reference number: EW36148. VAT number: 215054936.
Registered office: Westfield Chambers, Westfield Business Park, Lower Wortley Road, Leeds LS12 4PX

Statutory Gender Pay Report

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Foreword



We are really pleased that our gender pay gap continues to be very low and that our family friendly policies are supporting gender equality in the workplace. We have also signed up to a number of initiatives which include; Leeds Commitment to Carers, Disability Confident Employer scheme and Mindful Employer scheme.

The mean overall rate has again decreased and this year has moved down from 2.78% in 2018 to 1.67% whilst the median rate has seen a slight increase from 1.04% to 1.18%.

New this year is our Gender Pay Gap Action Plan which provides us with a programme of activity and continued improvement as we seek to further to reduce our gender pay gap.

This year, we have again made a decision to voluntarily disclose our Chief Executive pay ratio. We continue to do this in the interest of transparency and can confirm, that at 4.32, this ratio continues a year on year downward trajectory.

A handwritten signature in black ink that reads "S. M. Dunham".

Sheila Dunham
Chair of Board

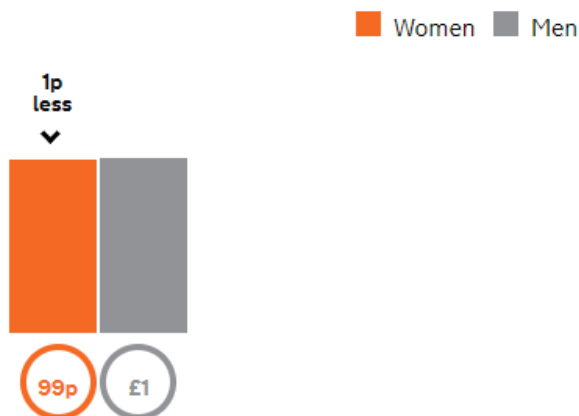
A handwritten signature in black ink that reads "A. Rawnsley".

Andy Rawnsley
Chief Executive

Executive Summary

Hourly wages pay gap

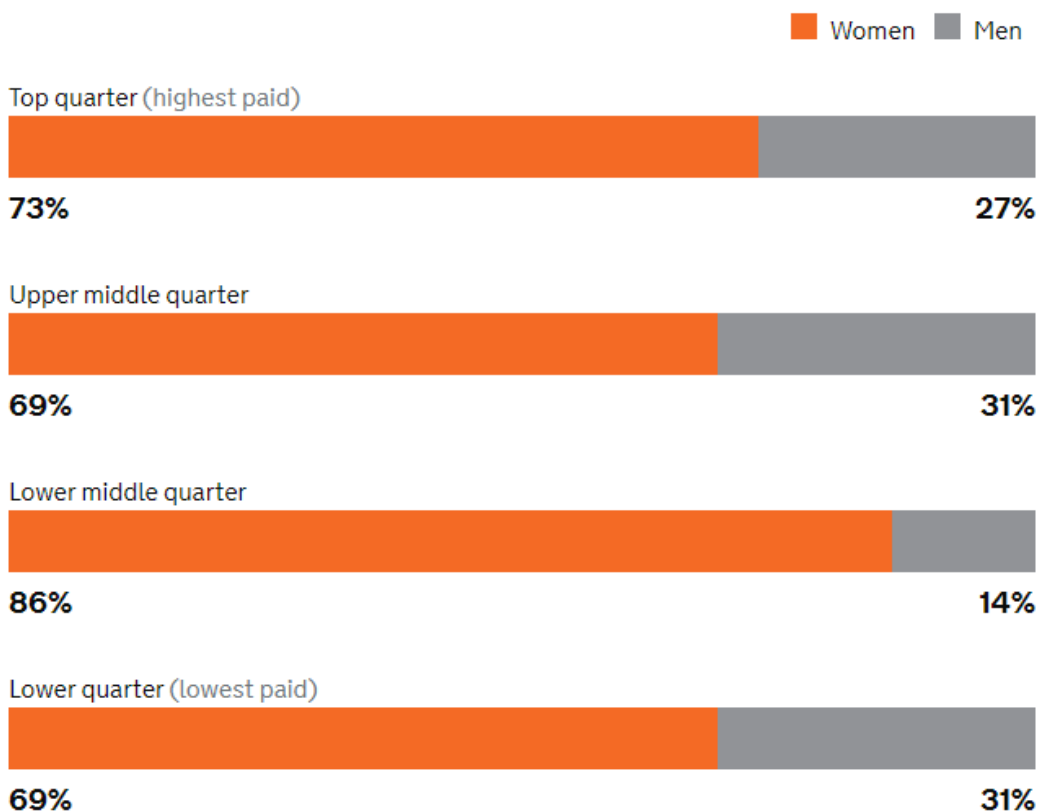
At Aspire **women earn 99p** for every **£1** that men earn when comparing median hourly wages. Their median hourly wage is **1% lower** than men's.



When comparing mean hourly wages, women's mean hourly wage is **1.7% lower** than men's.

Proportion of women in each pay quarter

At Aspire, women occupy **73%** of the highest paid jobs and **69%** of the lowest paid jobs.



Bonus Payments

Aspire does not make bonus payments

Introduction

This Report is the statutory duty for disclosure of the gender pay gap for Aspire Community Benefit Society. Similar to earlier reports it also contains some additional voluntary information explaining how we work to address the general barriers for career progression in the workplace.

Following legislation which came into force in 2017 all companies with 250 or more employees are now required to publish their gender pay gap.

Employers have to publish the gap in pay between men and women on both a median basis (pay per hour based) on the “person in the middle” of the distribution of pay and a mean basis (average hourly salary).

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.

Employers are also required to disclose percentages of staff receiving bonuses by gender; however, Aspire does not operate a bonus scheme.

This year’s report includes an action plan which has been developed after considering aspects of the employee lifecycle to identify barriers and the actions needed to tackle them.

Our third time of publishing and we are proud to evidence our findings and to demonstrate and share the actions we have implemented to support them.

Aspire is very much aware of the broader societal issues facing women, black, Asian and minority ethnic people and disabled people in the workplace and we continue to actively identify and work on initiatives to break down those barriers.

This report provides both statutory disclosure, and additional narrative around gender pay and workforce demographics across Aspire including the ratio difference between our highest paid member of staff and the lowest paid member of staff on contract.

We have included data on all people on contract, but we have not included agency staff or volunteers.

The demographic context

Aspire Community Benefit Society is registered with Companies House and regulated by the Financial Conduct Authority.

The Objectives 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;
- providing respite care services to allow family carers to have short-term breaks;
- providing unplanned and emergency care and support services;
- providing day care and support services;
- Providing other services to persons in need of support by reason of disability, vulnerability, illness or necessitous circumstances.

Aspire pay awards

Aspire pay the Living Wage Foundation Living Wage (LWFLW) as a minimum to all new starters which is above the national Living Wage rates and is also above the sector average.

All TUPE'd employees up to and including Chief Executive receive pay rises in line with national agreement.

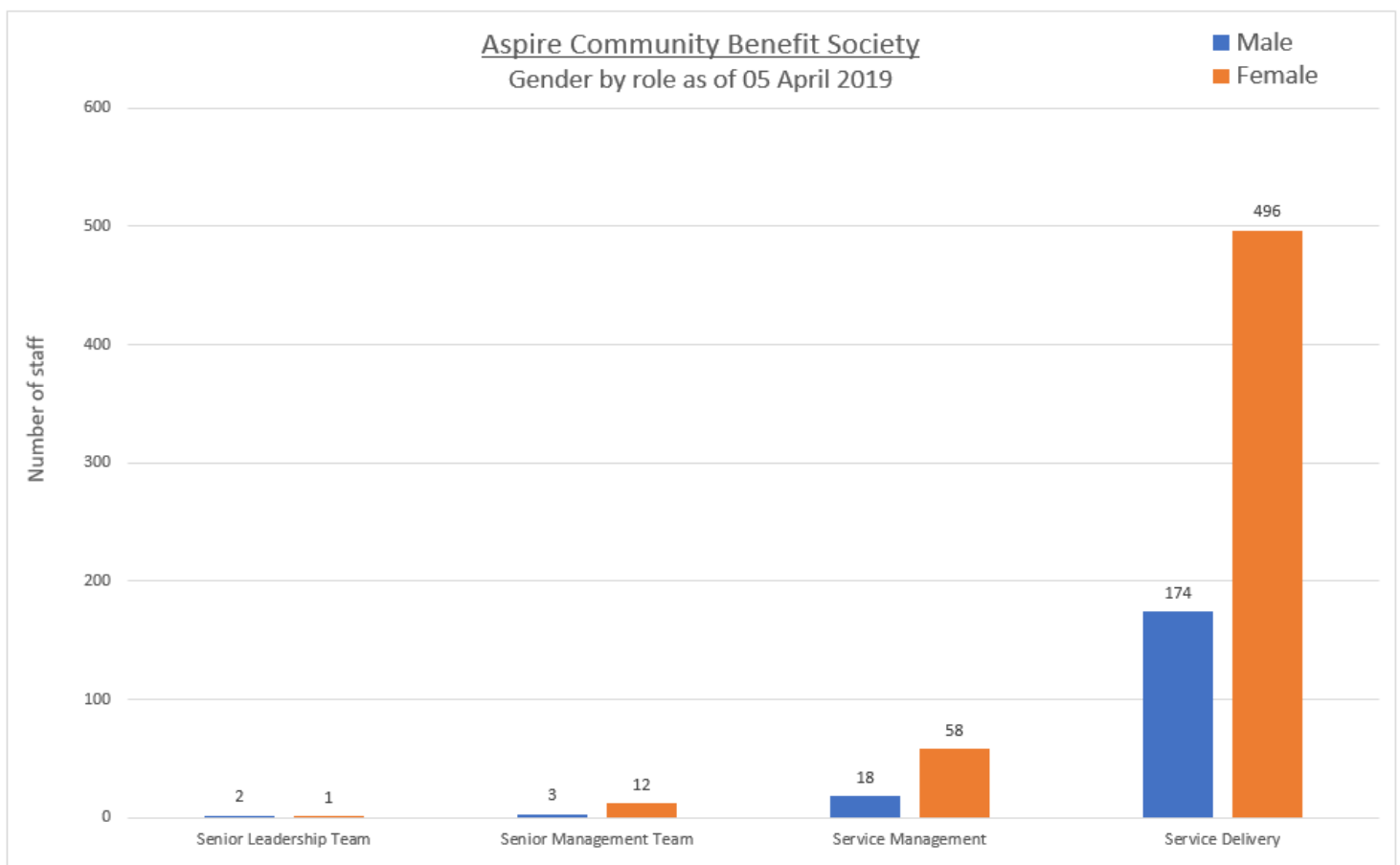
The difference between equal pay and the gender pay gap

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” or work of equal value or work rated as equivalent unless there is “genuine material factor” for the difference.

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 median and the mean.

- 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.
- All terms and conditions set by Aspire are standardised making no regard to gender and are open and transparent.

Gender at Aspire



Summary Action Plan

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 and reducing further still year on year, our aim is to be able to record a “0%” average. We have an action plan that continues to include a number of key initiatives supporting equality, diversity and inclusion:

- Continue to operate family friendly policies
- Implement an aspiring leaders programme
- Introduce values based recruitment
- Introduce blind sifting, where all identifiable characteristics are removed from the application process

Statutory Disclosures

The table below shows the overall median and mean gender pay gap, based on hourly rate of pay of those employed on a snapshot date of 4 April 2019.

This does not include a bonus table as Aspire does not operate a bonus scheme or performance related payments.

Our annual staff awards were sponsored by a local business which donated vouchers of a nominal amount to the winners of each of the six categories. The vouchers have not been used in the calculation.

The tables below Fig 1 and Fig 2 shows mean and the median % percentage difference, and is based on the Aspire total workforce.

The mean overall rate has moved from 2.78% in 2018 to 1.67% whilst the median has seen a slight increase from 1.04% to 1.18%.

Fig 1

Quartile	Mean hourly rate	Male	Female	% difference
Q1	£9.05	£9.01	£9.06	-0.55%
Q2	£10.44	£10.60	£10.42	1.70%
Q3	£12.06	£12.06	£12.06	0.00%
Q4	£15.64	£15.81	£15.57	1.52%
All	£11.80	£11.95	£11.75	1.67%

Fig 2

Quartile	Median hourly rate	Male	Female	% difference
Q1	£9.00	£9.00	£9.00	0.00%
Q2	£9.94	£9.94	£9.94	0.00%
Q3	£12.00	£12.00	£12.01	-0.08%
Q4	£14.67	£14.36	£14.67	-2.16%
All	£11.75	£11.84	£11.67	1.18%

The analysis of the small gap that continues to be due to the stereotypical and historical nature of care and support services delivered by women.

The table in fig 3 sets out the proportion of females to males in each quartile band. The percentage proportion has a slight decrease on our 2018 report.

Fig 3

Quartile	Male	Female	% Male	% Female
Q1	58	132	31%	69%
Q2	27	163	14%	86%
Q3	58	132	31%	69%
Q4	52	138	27%	73%
Total	195	565	26%	74%

Voluntary disclosure

Although there is no requirement for Aspire to disclose Chief Executive pay ratio, we do consider that it is best practice to do so. The Chief Executive pay ratio to the lowest paid worker for 2019 is 4.32 which is a decrease from 4.35 in 2018.

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 TUPE'd to Aspire, and also the Living Wage Foundation recommendations.

Our board is made up of customer, staff/trade union/ Cllrs 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?

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



Andy Rawnsley
Chief Executive



Sheila Dunham
Chair