

Aspire Community Benefit Society Statutory Gender Pay Gap Report

March 2021



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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.
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Statutory Gender Pay Report

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Foreword



We are pleased that our gender pay gap continues to be 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. During the course of the year we have grown our workforce by 50 as new services have been developed.

The mean overall rate has seen a small increase from 2019 from 1.67% to 2.16% whilst the median rate has seen an increase from 1.18% to 6.52%, as a result of the growth in staff numbers.

Given the demands on the organisation due to Covid-19 we have rolled over our action plan for the coming year

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 4.29, this ratio continues a year on year downward trajectory.

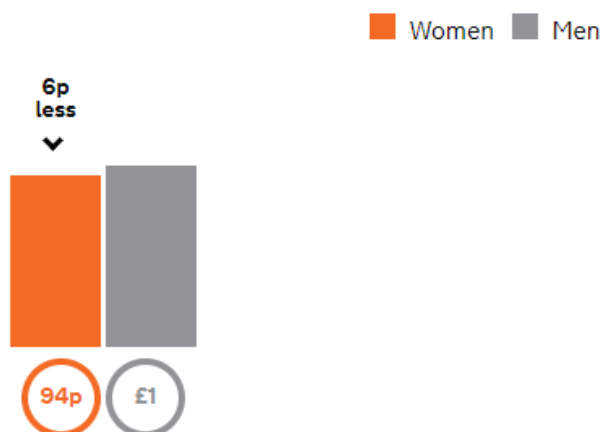
Sheila Dunham
Chair of Board

Andy Rawnsley
Chief Executive

Executive Summary

Hourly pay gap

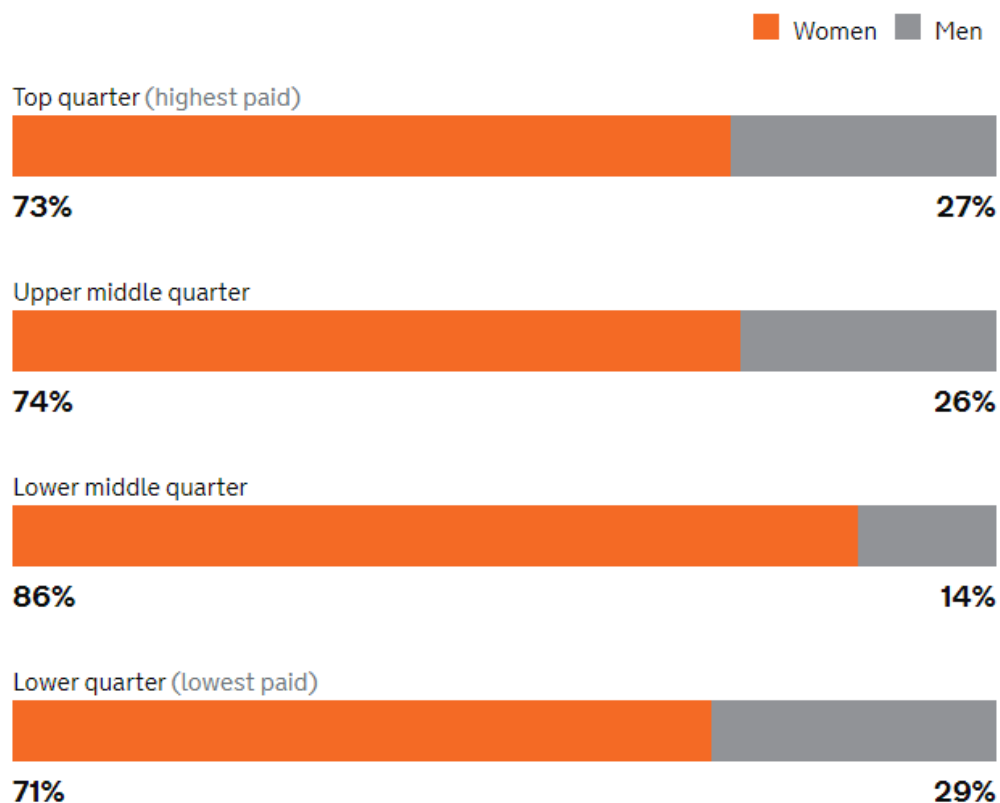
In this organisation, women earn 94p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 6.5% lower than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is 2.2% lower than men's.

Proportion of women in each pay quarter

In this organisation, women occupy **73%** of the highest paid jobs and **71%** 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 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 fourth 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.

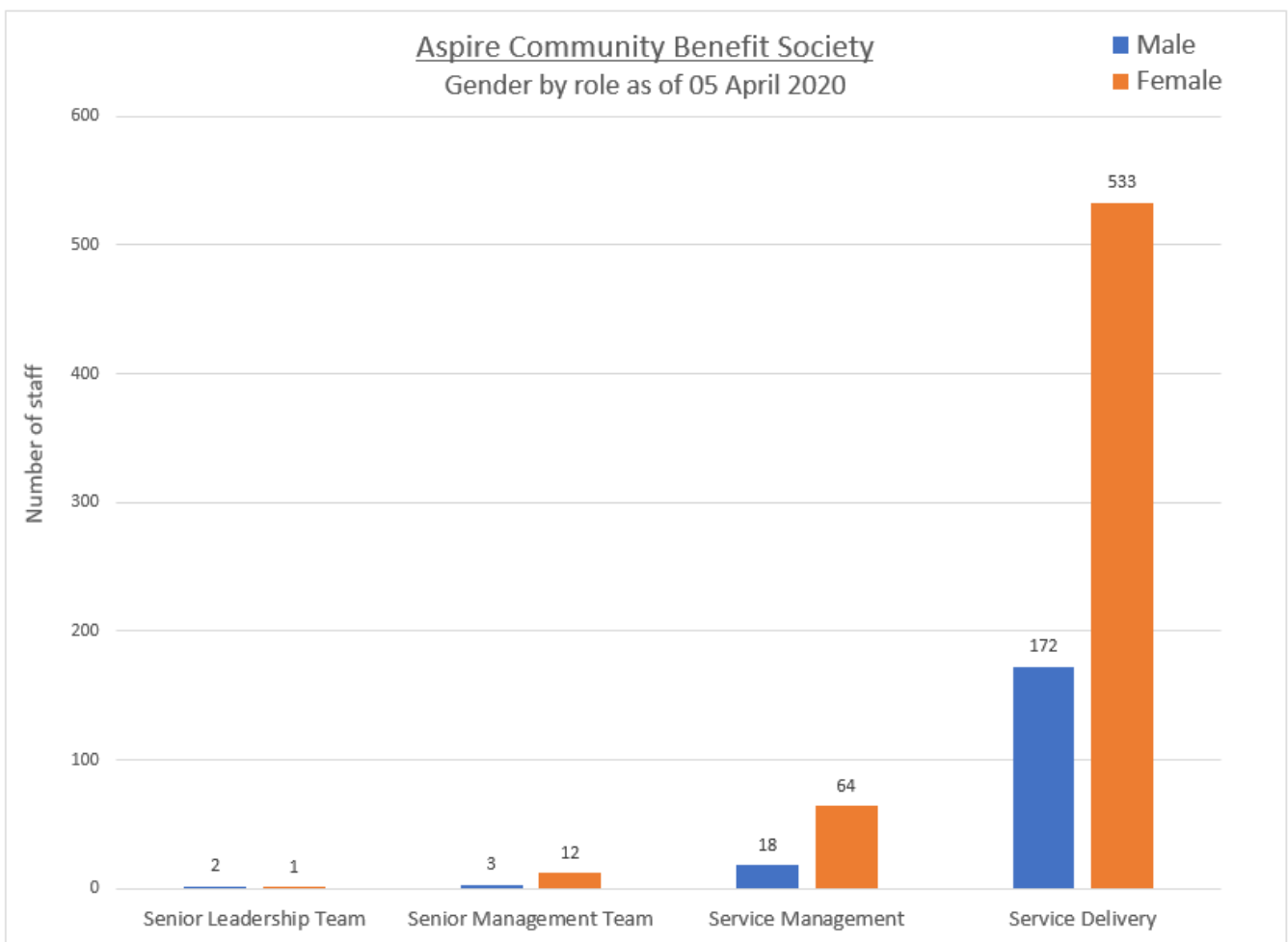
The difference between equal pay and the gender pay gap

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.

We have an action plan that continues to include a number of key initiatives supporting equality, diversity and inclusion. This action plan has been carried over from last year due to the impact of the Covid-19 pandemic.

- Continue to operate family friendly policies
- Continue to operate standard pay structure that is role based
- Implement an aspiring leaders programme.

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 2020.

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

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 seen a small increase from 2019 from 1.67% to 2.16% whilst the median rate has seen an increase from 1.18% to 6.52%

Fig 1

Quartile	Mean hourly rate	Male	Female	% difference
Q1	£9.30	£9.30	£9.30	0.00%
Q2	£10.10	£9.99	£10.12	-1.30%
Q3	£12.25	£12.31	£12.23	0.65%
Q4	£15.82	£15.93	£15.78	0.94%
All	£11.86	£12.06	£11.80	2.16%

Fig 2

Quartile	Median hourly rate	Male	Female	% difference
Q1	£9.30	£9.30	£9.30	0.00%
Q2	£10.21	£10.21	£10.21	0.00%
Q3	£12.18	£12.22	£12.18	0.33%
Q4	£14.84	£14.38	£15.07	-4.80%
All	£11.70	£12.11	£11.32	6.52%

The increase in the median value from previous years is due to the increase in the number of staff on Aspire's pay structure. Aspire staff fall into two main pay structures as more than half of the overall staff TUPE transferred to Aspire in 2015 from Leeds City Council and retain the pay and conditions from that time.

The table in fig 3 sets out the proportion of females to males in each quartile band. The percentage proportion has a slight increase in the percentage of female staff since our 2019 report.

Fig 3

Quartile	Male	Female	% Male	% Female
Q1	59	143	29%	71%
Q2	29	172	14%	86%
Q3	53	148	26%	74%
Q4	54	147	27%	73%
Total	195	610	24%	76%

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 2020 is 4.29 which is a decrease from 4.32 in 2019.

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