

# Aspire Community Benefit Society

## Statutory Gender Pay Gap Report

### March 2022



[www.aspirecbs.org.uk](http://www.aspirecbs.org.uk)  
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# Statutory Gender Pay Report

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## Foreword



As an organisation, we are proud that our gender pay gap continues to be low and that our family friendly policies are supporting gender equality in the workplace. This year's Gender Pay Gap is based on data from April 2021. We are proud to have signed up to a number of initiatives which include; Leeds Commitment to Carers, Disability Confident Employer scheme and Mindful Employer scheme all of which support our ambition for equality in the workplace.

The mean overall rate has seen a small increase from 2020 from 2.16% to 2.35% whilst the median rate has seen an increase from 6.52% to 8.76%, as a result of the growth in staff numbers. We anticipate that these numbers will continue to rise over the next couple of years, before going down to 0%. This is due to the way that the calculations are undertaken and as our staff profile transitions from a mainly TUPEd workforce, to a mainly post 'spin out' workforce.

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 4.20, this ratio continues a year on year downward trajectory, which is something again to be proud about.

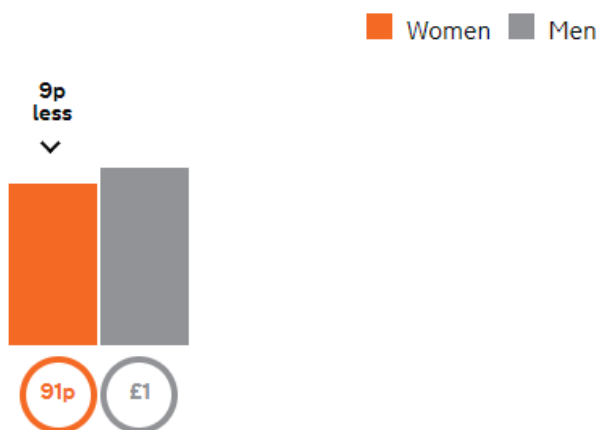
A handwritten signature in black ink, appearing to read 'Andy Rawnsley'. The signature is fluid and cursive, with a long horizontal stroke at the end.

**Andy Rawnsley**  
**Chief Executive**

# Executive Summary

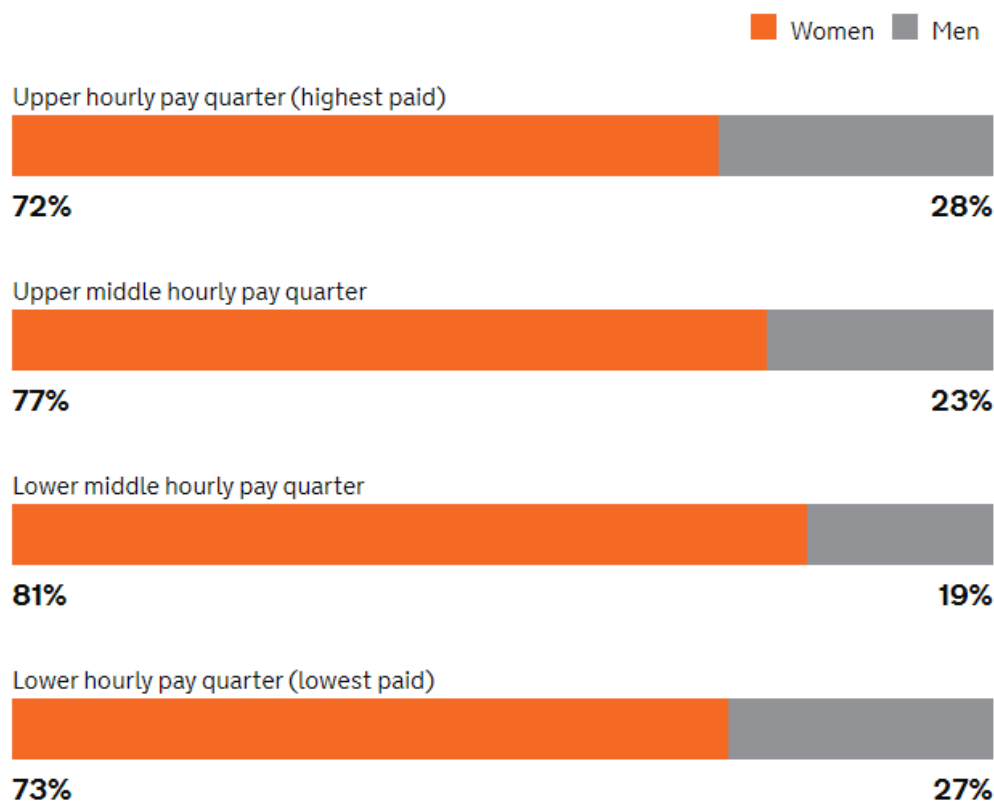
## Hourly pay gap

In this organisation, women earn 91p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 8.8% lower than men's.



## The percentage of women in each pay quarter

In this organisation, women occupy 72% of the highest paid jobs and 73% 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. In 2022/23 we will exceed the Living Wage Foundation Living Wage by 10p/hour for all our entry level posts.

We continue to have a large number of staff who were TUPE'd from the local authority when Aspire was 'spun out' of Leeds City Council in 2015. Where funding can be secured to do so, the Aspire board seek to mirror the nationally agreed rises that are negotiated for local authority colleagues on equivalent NJC and JNC payscales.

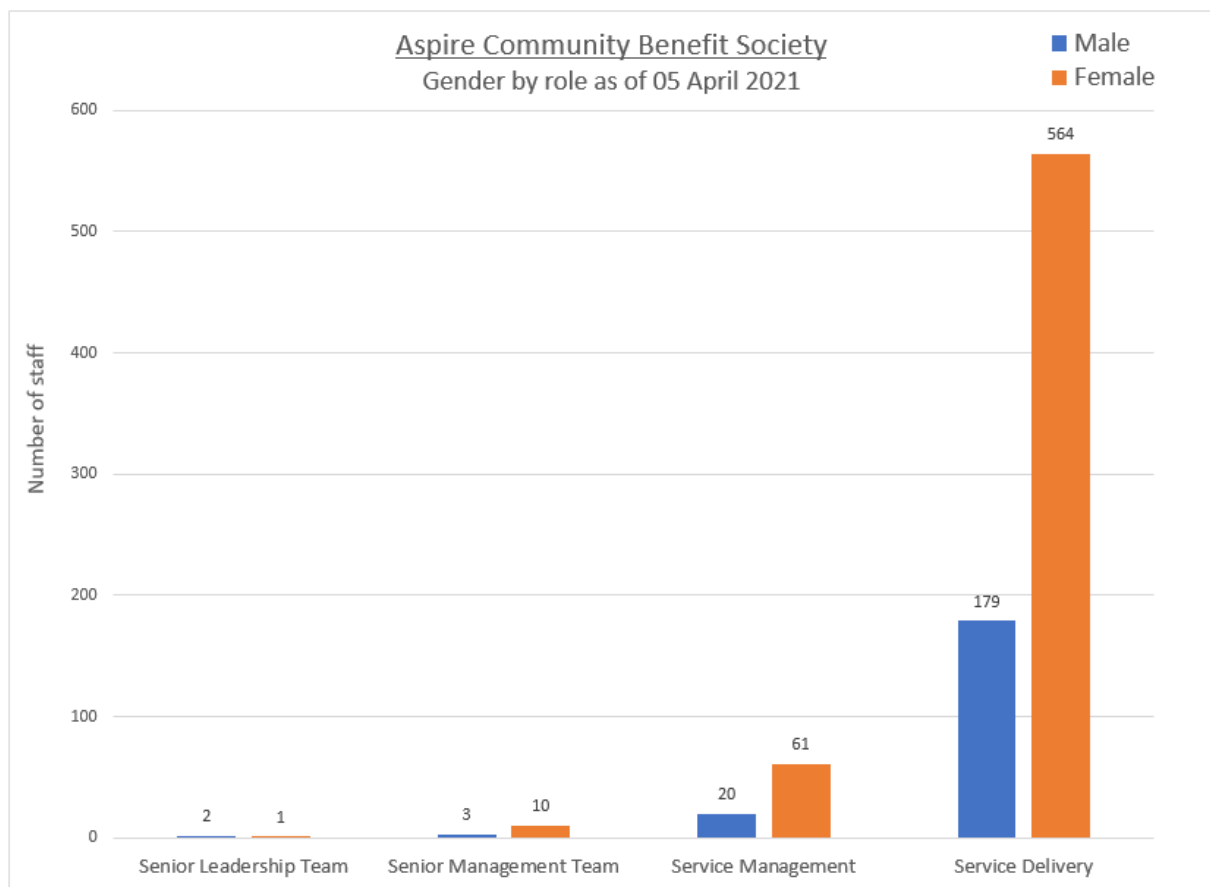
## The difference between equal pay and the gender pay gap

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, fair and non-discriminatory
- Implement an aspiring leader's programme
- Implementation of anonymised recruitment processes

## 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 5 April 2021.

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 2020 from 2.16% to 2.35% whilst the median rate has seen an increase from 6.52% to 8.76%

**Fig 1**

Quartile	Mean hourly rate	Male	Female	% difference
Q1	£9.50	£9.50	£9.50	0.00%
Q2	£9.82	£9.71	£9.85	-1.44%
Q3	£11.95	£12.02	£11.93	0.75%
Q4	£15.55	£15.63	£15.51	0.77%
<b>All</b>	<b>£11.70</b>	<b>£11.91</b>	<b>£11.63</b>	<b>2.35%</b>

**Fig 2**

Quartile	Median hourly rate	Male	Female	% difference
Q1	£9.50	£9.50	£9.50	0.00%
Q2	£9.50	£9.50	£9.50	0.00%
Q3	£12.13	£12.14	£12.13	0.08%
Q4	£14.38	£14.38	£14.66	-1.95%
<b>All</b>	<b>£10.21</b>	<b>£11.19</b>	<b>£10.21</b>	<b>8.76%</b>

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 2020 report.

**Fig 3**

Quartile	Male	Female	% Male	% Female
Q1	57	154	27%	73%
Q2	40	171	19%	81%
Q3	48	162	23%	77%
Q4	59	151	28%	72%
<b>Total</b>	<b>204</b>	<b>638</b>	<b>24%</b>	<b>76%</b>

## 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 2021 is 4.20 which is a decrease from 4.29 in 2020.

Year	Chief executive pay ratio
2017	4.42
2018	4.35
2019	4.32
2020	4.29
2021	4.20

## 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 for all staff are decided independently by the Aspire board and where affordable, we seek to follow both national agreements for TUPE'd staff and recommendations from the Living Wage Foundation for new entry level staff as a minimum.

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.