

Aspire Community Benefit Society

Statutory Gender Pay Gap Report

March 2023



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@AspireCBS

Statutory Gender Pay Report

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Foreword



This year's Gender Pay Gap is based on data from April 2022. 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 an increase from 2021 from 2.35% to 3.98% whilst the median rate has seen an increase from 8.76% to 14.94%, 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 reducing to 0%.

We voluntarily disclose our Chief Executive pay ratio. We continue to do this in the interest of transparency and can confirm, that at 4.15, this ratio continues a year on year downward trajectory.

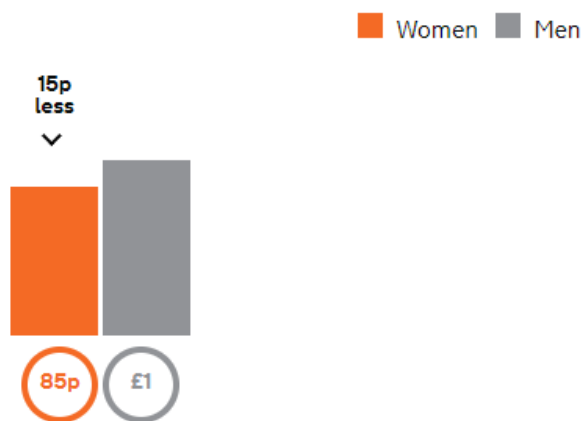
A handwritten signature in black ink, appearing to read 'Z Bawn'.

Zoe Bawn
Chief Executive

Executive Summary

Hourly pay gap

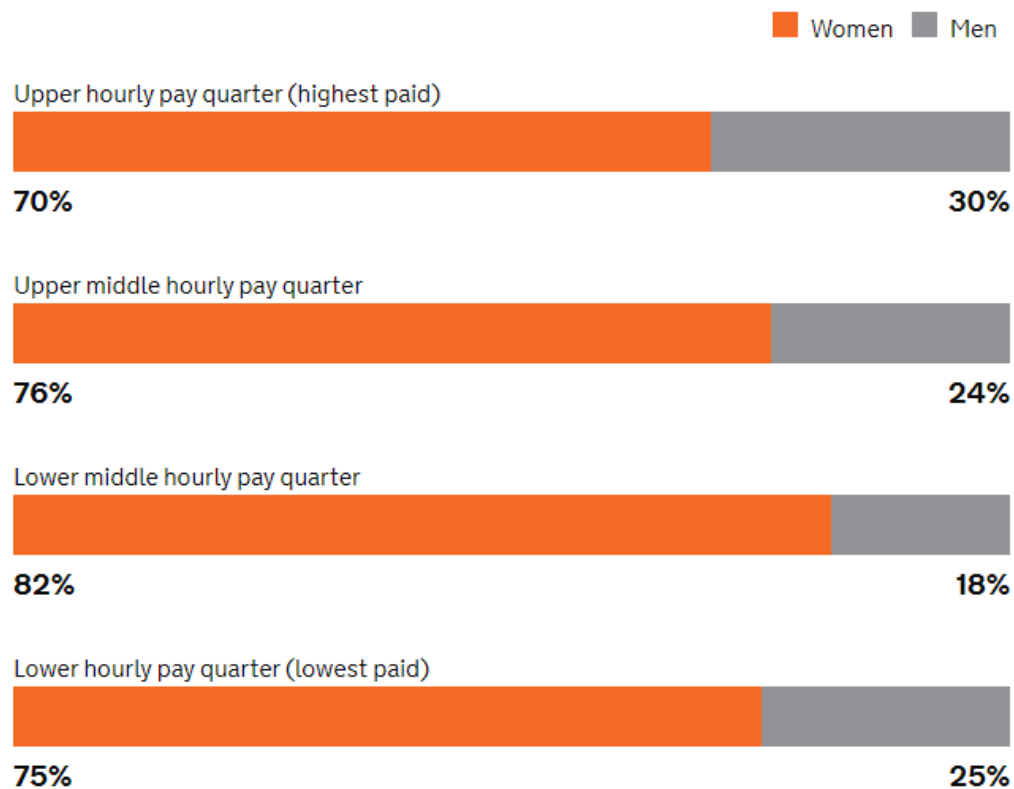
In this organisation, women earn 85p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 14.9% lower than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is 4% lower than men's.

The percentage of women in each pay quarter

In this organisation, women occupy 70% of the highest paid jobs and 75% 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.

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.

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.

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.

- 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 2022.

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

The mean overall rate has seen a small increase from 2021 from 2.35% to 3.98% whilst the median rate has seen an increase from 8.76% to 14.94%

Quartile	Mean hourly rate	Male	Female	% difference
Q1	£10.18	£10.16	£10.18	-0.20%
Q2	£10.95	£10.77	£10.99	-2.04%
Q3	£13.29	£13.44	£13.24	1.49%
Q4	£17.19	£17.38	£17.10	1.61%
All	£12.90	£13.30	£12.77	3.98%

Quartile	Median hourly rate	Male	Female	% difference
Q1	£10.20	£10.20	£10.20	0.00%
Q2	£11.00	£10.56	£11.39	-7.86%
Q3	£13.54	£13.57	£13.53	0.29%
Q4	£15.65	£15.63	£15.86	-1.47%
All	£11.39	£13.39	£11.39	14.94%

Quartile	Male	Female	% Male	% Female
Q1	50	147	25%	75%
Q2	36	161	18%	82%
Q3	47	150	24%	76%
Q4	59	138	30%	70%
Total	192	596	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 2022 is 4.15 which is a decrease from 4.20 in 2021.

Year	Chief executive pay ratio
2021	4.20
2022	4.15

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 transferred 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?

- 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 and transparent, easy read style.