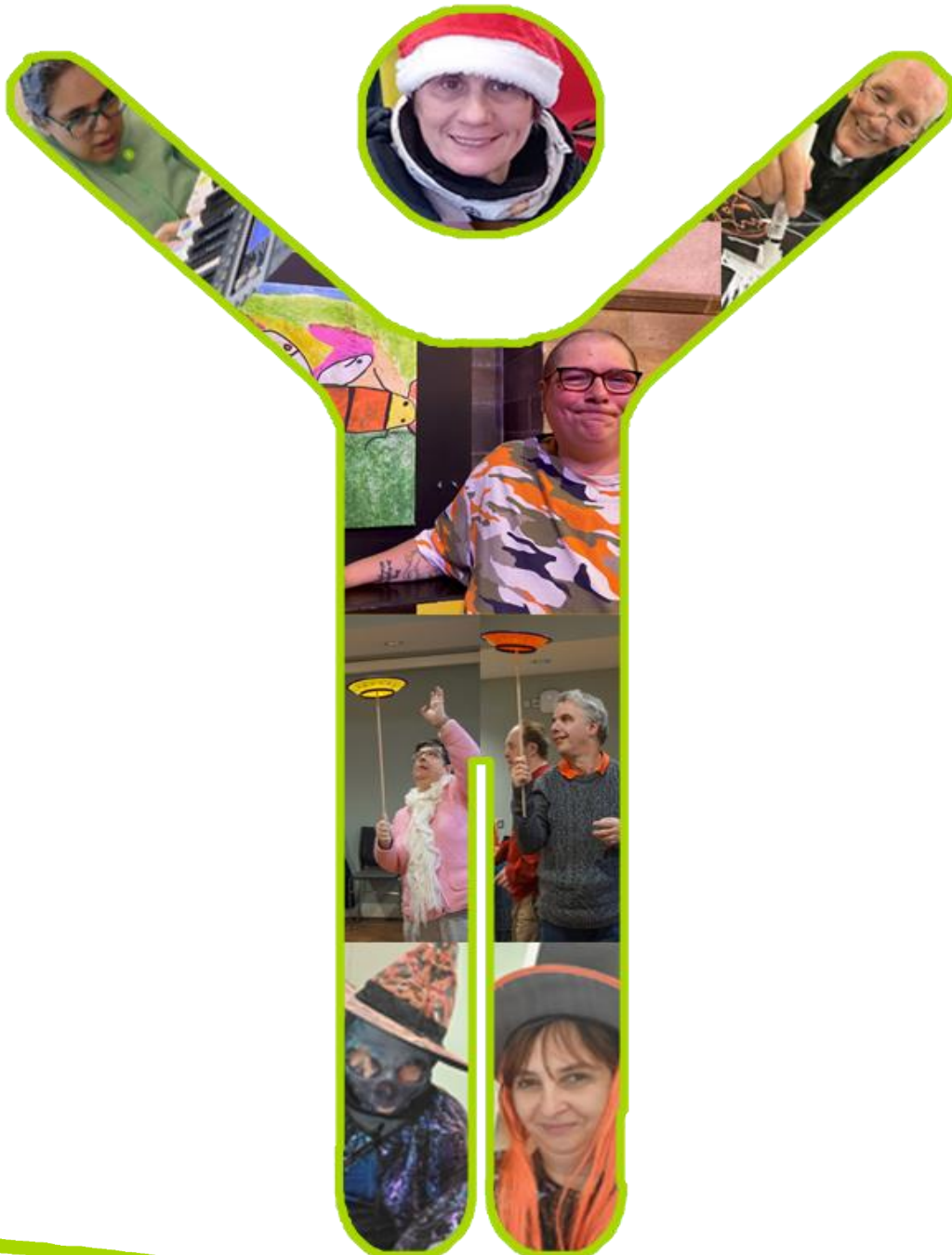


Aspire Community Benefit Society

Statutory Gender Pay Gap Report

March 2025



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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 2024. 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 decrease from 2023 from 2.13% to 1.01% whilst the median rate has seen a decrease from 7.82% to 0.00%. This decrease in the Gender Pay Gap rate results from the growth in staff numbers employed on consistent payrates and an increase in the number of female staff in senior positions in the organisation.

We voluntarily disclose our Chief Executive pay ratio. We continue to do this in the interest of transparency and can confirm this ratio continues a year-on-year downward trajectory from 3.91 in 2023 to 3.67 in 2024.

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

Zoe Bawn
Chief Executive

Executive Summary

1. Main gender pay gap figures

In this organisation:

- women earned £1 for every £1 that men earned (comparing median hourly pay)
 - women made up 72.0% of employees in the highest paid quarter, and 69.0% of employees in the lowest paid quarter
-
-

2. Hourly pay

In this organisation:

- women's median hourly pay was 0% lower than men's – this means they earned £1 for every £1 that men earn when comparing median hourly pay



- women's mean (average) hourly pay was 1% lower than men's

Bonus Payments

Aspire does not make bonus payments

3. Pay quarters

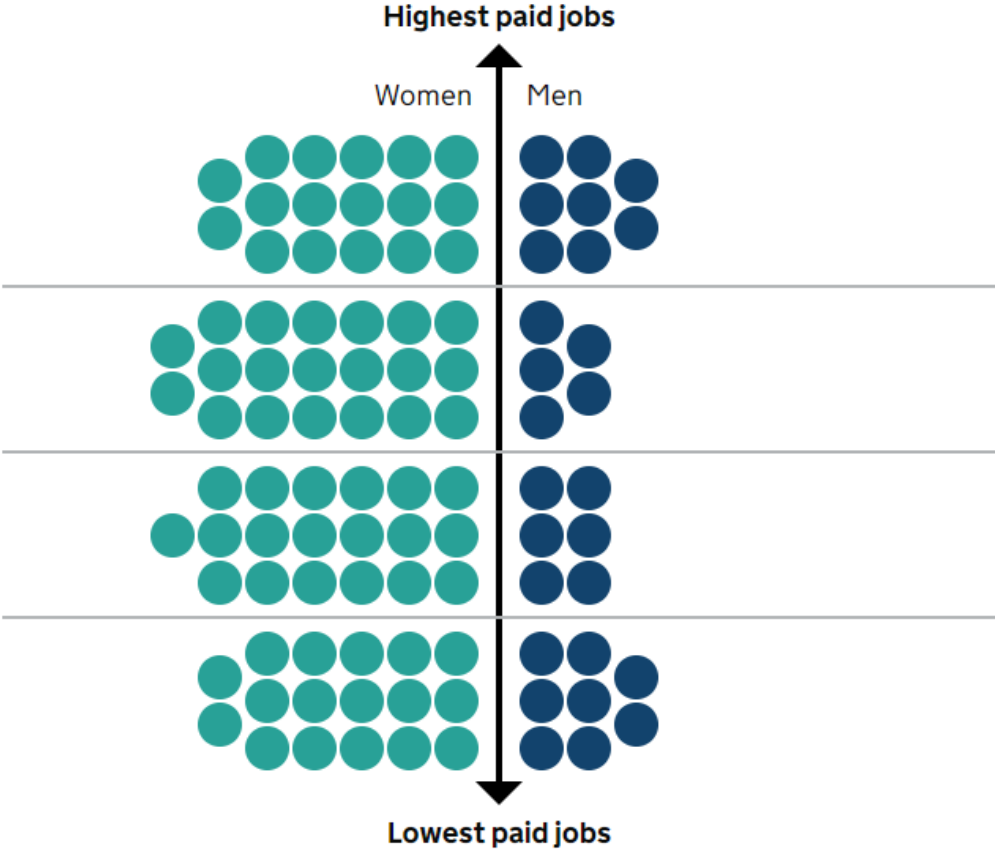
In this organisation, women made up:

- 72.0% of employees in the upper hourly pay quarter (highest paid jobs)
- 76.0% of employees in the upper middle hourly pay quarter
- 81.0% of employees in the lower middle hourly pay quarter
- 69.0% of employees in the lower hourly pay quarter (lowest paid jobs)

3. Pay quarters

In this organisation, women made up:

- 72.0% of employees in the upper hourly pay quarter (highest paid jobs)
- 76.0% of employees in the upper middle hourly pay quarter
- 81.0% of employees in the lower middle hourly pay quarter
- 73.0% of employees in the lower hourly pay quarter (lowest paid jobs)



Each ● represents 1% of the employees in this organisation

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
- Continue the Emerging Leader's programme
- Continue to use an anonymised recruitment process

While Aspire is proud that the Median gender pay gap is now 0.00% and the Mean gender pay gap is 1.01% we are committed to continuing these initiatives to promote a fair and equal workplace.

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 2024.

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 decrease from 2023 from 2.13% to 1.01% whilst the median rate has seen a decrease from 7.82% to 0.00%,

Quartile	Male	Female	% Male	% Female
Q1	66	144	31%	69%
Q2	40	170	19%	81%
Q3	50	160	24%	76%
Q4	58	151	28%	72%
Total	214	625	26%	74%

Quartile	Mean hourly rate	Male	Female	% difference
Q1	£12.30	£12.28	£12.31	-0.24%
Q2	£12.80	£12.73	£12.82	-0.71%
Q3	£14.85	£15.03	£14.79	1.60%
Q4	£18.88	£18.92	£18.86	0.32%
All	£14.70	£14.81	£14.66	1.01%

Quartile	Median hourly rate	Male	Female	% difference
Q1	£12.41	£12.41	£12.41	0.00%
Q2	£12.75	£12.70	£12.78	-0.63%
Q3	£15.39	£15.58	£15.24	2.18%
Q4	£17.51	£17.29	£17.55	-1.50%
All	£13.05	£13.05	£13.05	0.00%

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 2024 is 3.67 which is a decrease from 3.91 in 2023.

Year	Chief Executive pay ratio
2021	4.20
2022	4.15
2023	3.91
2024	3.67

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 directors 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.