



Gender Pay Gap Report for Aspire Housing

2019



Gender Pay Gap Report for Aspire Housing

As Aspire Housing employs more than 250 people it is required by Government regulations to publish details of its gender pay gap, specifically the difference in average female earnings compared to average male earnings. The data for Aspire Housing at the reference date of 5th April 2019 is as follows:

- Mean gender pay gap = **17.22%**
- Median gender pay gap = **17.64%**
- Mean bonus gender pay gap = **not applicable**
- Median bonus gender pay gap = **not applicable**
- Percentage who receive a bonus = **not applicable**

Proportion of males and females in each quartile bracket:

1. Lower quartile = **39% male and 61% female**
2. Lower middle quartile = **36% male and 64% female**
3. Upper middle quartile = **61% male and 39% female**
4. Upper quartile = **62% male and 38% female**

Summary from the Executive team at Aspire Housing

Our gender pay gap remains higher than we would like, primarily because we have a higher proportion of female colleagues in front-line customer service and housing management roles, which are traditionally lower paid roles. Our objective is to pay median market rates of pay to attract the best talent, based on competence and capability.

We do, however, recognise that there is more to do to attract males into front-line roles and females into higher paid management and leadership roles. We have recently launched a new Corporate Strategy which aims to put people at the heart of everything we do. Our new People First approach recognises that we need to transform our culture, ensuring everyone sees Aspire as a great place to work with appropriate reward and recognition.

We have recently launched new career development programmes; Aim High and Fly High. These programmes are designed to help colleagues develop the confidence and skills that will enable them to compete more effectively for higher paid roles in the future. Half of the programmes' cohorts are female colleagues.

Our Executive team and Board are committed to making improvements in our gender pay gap and increasing the diversity of our workforce. We will continue to engage with our colleagues to identify further opportunities for personal and career development.

Declaration

I declare that the information contained in this report is accurate.



Sinéad Butters
Group Chief Executive

