



# Gender Pay Gap Report for Aspire Housing

# 2018



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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 2018 is as follows:

- Mean gender pay gap = **2.55%**
- Median gender pay gap = **12.4%**
- 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:

- Lower quartile = **60% male and 40% female**
- Lower middle quartile = **34% male and 66% female**
- Upper middle quartile = **60% male and 40% female**
- Upper quartile = **57% male and 43% female**

## Summary from the Executive team at Aspire Housing

The data for Aspire Housing shows that our mean gender pay gap has reduced from 8.16% in 2017 to 2.55% in 2018. This is a pleasing result, but we recognise there is still much to do to continue to close the gender pay gap.

During 2018 we embarked upon a Leadership & Management Development programme. One element of this programme is a career confidence module which aims to help any manager, but particularly our female managers and those from under-represented groups, identify what might be getting in the way of their career development and what support we can give them to gain the confidence to compete more effectively in the future for career development opportunities. As we roll-out this programme further, we will monitor the effect it has on the career development of those managers participating in it.

Females continue to be under-represented at the more senior levels of our organisation. We are currently designing a talent management and succession planning programme that will help us nurture our in-house talent to help prepare them for career progression; both in terms of promotion opportunities and sideways moves that provide opportunities to develop new skills and experience of different aspects of Aspire's businesses.

Through our Staff Forum and our recognised Trade Unions, we will continue to encourage employees to raise issues that they believe contribute to gender inequality and we will work with them to break down barriers where they exist.

We will be open and transparent with our employees about our gender pay gap and will encourage them to contribute ideas for ensuring the gender pay gap is closed further or eliminated in the future.

We will continue to offer our employees a wide range of flexible working options to enable them to effectively manage their work/life balance and to help those with childcare or other caring responsibilities meet those responsibilities without them having a negative impact on their career opportunities.

## Declaration

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



**Sinéad Butters**  
Group Chief Executive

