



Gender Pay Gap Report for Aspire Housing

2024

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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 earnings of women compared to average earnings of men.

Our new Corporate Plan and values highlight the importance we place on people first, building togetherness and valuing diversity and inclusiveness not only in our communities but with the colleagues we employ. We believe that gender balance provides diversity of thought.

We are pleased to report an improvement on our median gender pay gap since last year from 3.49% to 2.57%. This is due to the number of women in the upper quartile increasing from 34% in 2023 to 42% in 2024.

We have achieved this result by having a holistic view on equality of opportunity and creating an inclusive workplace and workforce. We have a fair and robust pay policy, an active EDI forum, and a culture of equity. Our inclusive recruitment practices and system; family friendly and flexible working practices; and an Aim High Programme all support woman colleagues to progress or be appointed at Aspire.

In terms of bonus payments there were more women who received an award in this period than men. We will continue to foster a working environment where barriers to success are removed and colleagues can collaborate, innovate, and feel that Aspire is a great place to work.

Declaration

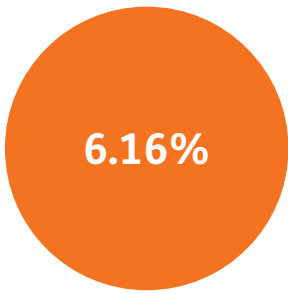
I declare that the information contained in this report is accurate.



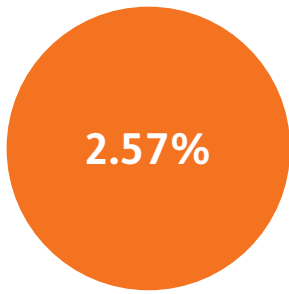
Sinéad Butters
Chief Executive



Mean gender pay gap



Median gender pay gap



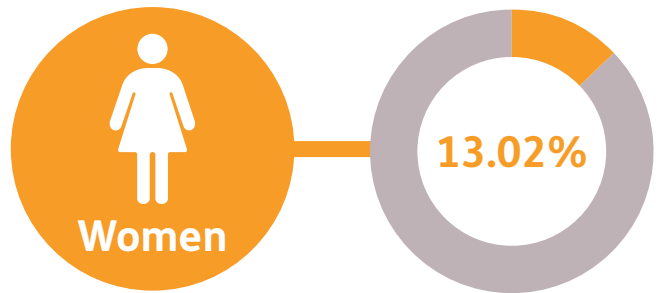
Mean bonus gender pay gap



Median bonus gender pay gap



Percentage who receive a bonus:



Proportion of men and women in each quartile:

Lower quartile (1)



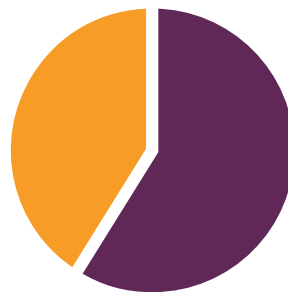
● Men 53%
● Women 47%

Lower middle quartile (2)



● Men 50%
● Women 50%

Upper middle quartile (3)



● Men 59%
● Women 41%

Upper quartile (4)



● Men 58%
● Women 42%