

**Aspire for Intelligent Care and Support CIC
Gender Pay Gap Report 2019**

Aspire for Intelligent Care and Support CIC is a not for profit Community Interest Company providing person centred support services to people in Salford and beyond. We support older people, adults and young people with complex needs, learning disabilities and physical disabilities. We also support people with mental health needs and we specialise in supporting people with dementia and people on the autistic spectrum.

As an employer with over 250 employees we are required under the Government's gender pay reporting requirements to publish specific figures about our gender pay gap.

The Office for National Statistics headline measure for the gender pay gap uses Annual Survey of Hours and Earnings (ASHE) data and calculates the difference between average gross hourly earnings for men and women as a proportion of average gross hourly earnings for men. The analysis focuses on hourly earnings excluding overtime.

The figures for Aspire are as follows: -

Aspire for Intelligent Care and Support CIC – Gender Pay Gap	
Mean gender pay gap	-2.54%
Median gender pay gap	0.00%

The mean gender pay gap of -2.54% means that the mean average hourly pay for women is slightly higher than for men. This compares favourably to the national gender pay gap of 16.2%

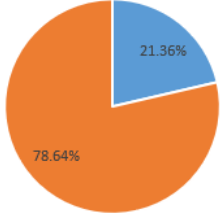
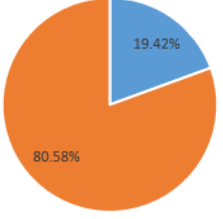
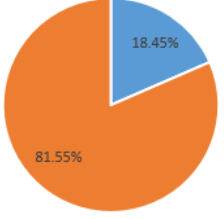
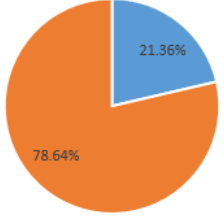
The median gender pay gap of 0.00% means that the median average hourly pay for men is the same as for women. This compares favourably to the national gender pay gap of 17.3%.

Aspire has a pay and grading system in which each role has a specific salary or salary range ensuring equal pay for work of equal value. We are an organisation that employs predominantly female employees which is reflective of a service within the care industry. In relation to other similar care organisations, nationally¹ the figures are 7.1% mean and 2.0% median for *Social work activities without accommodation for the elderly and disabled* and 24.3% mean and 4.7% median for *Residential care activities for the elderly and disabled*. Our recruitment and selection policies ensure that there are equal opportunities for roles at all levels in the organisation.

Aspire does not pay bonus payments and therefore we have not provided gender pay information on these types of payments.

The proportion of men to women included in this analysis is 20% and 80% respectively. The following table shows the proportion of men compared to women in each of the four pay quartiles. The highest proportion of men at 21.36% is within the upper and lower quartiles and the lowest proportion of men at 18.45% is in the lower middle quartile.

¹ Source: Annual Survey of Hours and Earnings, Office for National Statistics – October 19

	Quartile			
	Upper	Upper Middle	Lower Middle	Lower
% Relevant Employees Women/Men				

I confirm that the figures in our disclosure are accurate and have been calculated in accordance with gender pay gap reporting requirements as outlined in the legislation and accompanying guidance.



Janet Tuohy
 Chief Executive Officer
 Aspire for Intelligent Care and Support CIC