

**Aspire for Intelligent Care and Support CIC  
Gender Pay Gap Report 2017**

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 new 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 median gross hourly earnings for men and women as a proportion of median gross hourly earnings for men. The analysis focuses on hourly earnings excluding overtime.

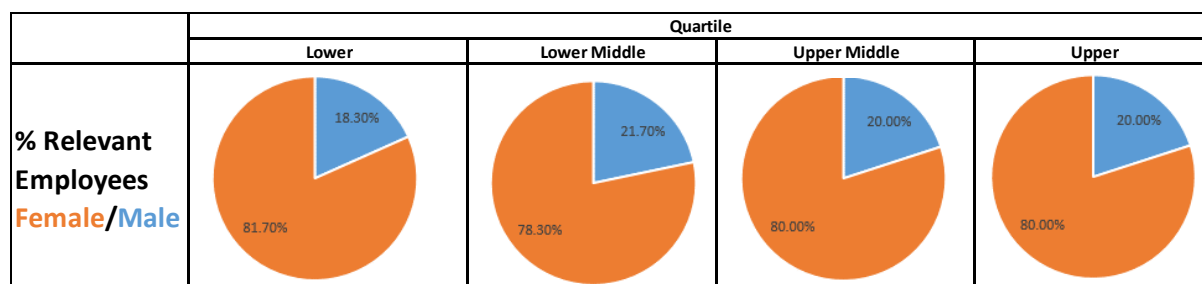
The figures for Aspire are as follows: -

<b>Aspire for Intelligent Care and Support CIC – Gender Pay Gap</b>	
<b>Mean gender pay gap</b>	<b>-4.50%</b>
<b>Median gender pay gap</b>	<b>1.50%</b>

The national gender pay gap is reported as 18.4% for the mean element and 17.4% for the median. Our mean gender pay gap of -4.5% and a median gender pay gap of 1.5% is a positive position to be reporting. We are an organisation that employs predominantly female employees which is reflective of a service within the care industry. When compared to other similar care organisations our position is still favourable as nationally<sup>1</sup> the figures for the care industry are 2.5% and 3.9%.

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

The proportion of men compared to women in each of the four quartiles is detailed in the table below. The figures show that in all of the quartiles the proportion of women to men is significantly higher with the lower middle quartile being the lowest at 78.3% and the lower quartile at 81.7% being the highest.



<sup>1</sup> Source: Annual Survey of Hours and Earnings, Office for National Statistics – October 17

We hold regular open recruitment events and we are starting to see an increase in the number of men applying for opportunities, and caring roles are increasingly seen as a career choice for 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.

A handwritten signature in black ink, appearing to read 'Janet Tuohy', with a stylized, cursive script.

Janet Tuohy

Chief Executive Officer

Aspire for Intelligent Care and Support CIC