

Aurora

Gender Pay Gap Report (April 2023)

What is it all about?

Gender pay reporting legislation requires employers with 250 employees or more to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The analysis is based on data as of 5th April each year. This report is for data to 5th April 2023. The gender pay gap shows the differences in the average pay between men and women. This is different to equal pay. Equal pay requires that men and women who carry out the same or similar jobs; or work of equal value, are paid the same.

Our Workforce

The Aurora Group remains a growing and evolving organisation and we continue to develop and refine policy and practice as we grow. We are committed to monitoring and addressing all forms of inequality and to follow fair and transparent practices. We acknowledge the importance of ensuring a fair, consistent, and robust approach to the recruitment, selection and progression of our employees ensuring compliance with legislation, regulation and following Safer Recruitment practice at all times.

The workforce consists of a mix of professions at our schools, colleges, children's homes and young adult provisions, including care and support, teaching, therapy, nursing and business support services. The organisation also has a relatively lean central team working in the usual central functions.

Our pay is aligned where appropriate to relevant national payscales or internal scales which continue to be developed and are tested to the relevant external markets. Scale points are linked to appraisal outcome, overall performance and in some cases relevant qualifications or specialist experience. Central roles, which tend to be stand alone or with very small numbers undertaking the same role, are benchmarked externally and relevant to location and to internal comparators where appropriate. The organisation has grown through acquisition as well as organic development and TUPEd terms and conditions prevail at some sites.

Our Pay and Bonus Data

Mean

The mean gender pay gap is (£0.88) for April 2023 as compared to April 2022 where the figures were (£2.80). The average hourly rate for those identified as male is £15.53 and for those identified as female is £14.65. The decrease in differential between men and women from 2022 is significant and explained by the replacement of senior roles with women previously held by men and the introduction of new senior posts with women appointed.

Description	Result
Difference in mean hourly rate of pay	5.69%
Difference in median hourly rate of pay	6.35%
Difference in mean bonus pay	23.57%
Difference in median bonus pay	16.71%
Percentage of employees who received bonus payments	9.76%

Median

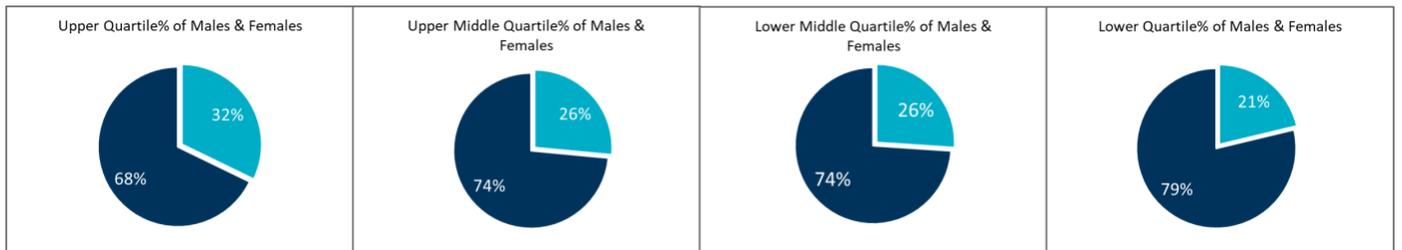
The median gender pay gap increased to 6.35% in April 2023 from 5.11% in 2022 which is explained by a growing workforce which remains female dominated in all roles and in particular those at the lower end of the pay scales. The median pay for men was £13.08 and £12.25 for women. There were 151 men below £13.08 and 493 women. There were 303 identified as male employees and 845 identified as female employees.

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Bonuses

Bonuses were paid in June 2022 following the end of year company financial results to 105 individuals, 66 to those identified as female and 39 to those identified as male. This compares to 2021 when 99 bonuses were paid of which 61 were female and 38 male. All bonus schemes are discretionary and continue to cover a relatively small percentage of the overall employed population.

Gender Distribution



■ Females

■ Males

The workforce continues to consist of significantly more females than males in all quartiles. This is standard for the nature of our business, combining; Care, Education, Therapy and Nursing services. Our central team is a mix of male and female including a mix within the Executive Team.

In Summary

We are confident that the results are accurate and have shown our policies and practices are effective in developing and maintaining fair pay. We will continue to develop our practice and to monitor data and act to address any concerns should these become evident.

Mark Costello
Chief Executive Officer
The Aurora Group